

**JOB TITLE: REGISTERED NURSE (RN)**

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**DEPARTMENT: ICU****MANAGEMENT: NO****SUPERVISES: NO****CLASSIFICATION: NON-EXEMPT****REPORTS TO: DIRECTLY: MANAGER/SUPERVISOR/CLINICAL TEAM  
LEAD  
INDIRECTLY: DIRECTOR OF NURSING**

**JOB SUMMARY:** Provides direct and indirect patient care in the hospital setting. Communicates with physicians/nurse manager/co-workers, as appropriate about changes in patient's condition including results of diagnostic studies and symptomology. Is able to respond quickly and accurately to changes in condition or response to treatment. Additionally, is able to perform general nursing duties in all departments with adequate supervision to include the duties of the Registered Nurse.

**QUALIFICATIONS:** **Education/Certification:** Graduate of an accredited RN program. Current RN licensure in the state of Idaho. Current BLS. Successful completion of ACLS course within 6 months of hire and renewal every 2 years prior to expiration. Complete a basic dysrhythmia class with a grade of 84% or higher within 6 weeks of hire date, if no prior telemetry experience. If prior telemetry experience and previous course has been taken a test may be taken to demonstrate competency. PALS is recommended.

**Experience:** ICU experience is preferred. 2 years of Med/Surg experience is recommended

**Equipment/Technology:** Basic computer knowledge.

**Language/Communication:** Must have the ability to effectively read, write, and speak English. Ability to communicate in a professional manner with patients, families, coworkers, physicians, and leadership.

**Mathematical Skills:** Ability to add, subtract, multiply and divide in all units of measure using whole numbers. Able to calculate correct doses by applying necessary formulas as needed.

**Mental Capabilities:** Ability to problem solve and handle stressful situations. Ability to think and act quickly. Ability to anticipate and prevent problems. Ability to multitask.

**Interpersonal:** Ability to work well with others. Able to give and receive constructive criticism.

**Performance:** Ability to work well in an interdisciplinary team environment as well as function independently to care for critically ill patients. Actively seeks new knowledge and strives to follow best practice and evidence-based guidelines.

**PHYSICAL DEMANDS:** For the minimum physical demands required to complete the essential functions for this position, including vision, hearing, repetitive motion and environment, see the description following.

## DUTIES AND RESPONSIBILITIES:

### Intensive Care RN:

1. Ability to perform a head-to-toe assessment on all patients and reassessments as per policy. This includes: pediatric, geriatric and the general adult patient population.
2. Ability to adequately assess and reassess pain. Utilizes appropriate pain management techniques. Educates the patient and family regarding pain management.
3. Ability to revise plan of care as indicated by the patient's response to treatment and evaluate overall plan daily for effectiveness.
4. Ability to perform glucometer testing (point-of-care testing) per Clinical Laboratory's and the patient care unit's policies and procedures.
5. Ability to interpret results of laboratory tests including following any protocols and notification of providers.
6. Performs patient care responsibilities considering needs specific to the standard of care for patient's age.
7. Knowledge of medications and their correct administration based on age of the patient and their clinical condition.
8. Follow the five medication rights and reduce the potential for medication errors. Scanning of medications in the electronic record is an expectation for safety except in emergency scenarios.

9. Formulates an education plan for patients based upon identified learning needs and evaluates effectiveness of learning, family is included in education as appropriate.
10. Demonstrates an ability to assist physicians with procedures and performs services requiring technical and manual skills.
11. Demonstrates ability to perform treatments and provide services within scope of practice and competency level.
12. Treats patients and their families with respect and dignity. Identifies and addresses psychosocial, cultural, ethnic and religious/spiritual needs of patients and their families.
13. Interacts professionally with patient/family and involves patient/family in the formation of the plan of care.
14. Demonstrates knowledge of the principles of growth and development over the life span and the skills necessary to provide age appropriate care to the patient population served. Able to interpret data about the patient's status in order to identify each patient's age specific needs and provide care needed by the patient group.
15. Performs all aspects of patient care in an environment that optimizes patient safety and reduces the likelihood of medical/health care errors.
16. Consults other departments as appropriate to provide for an interdisciplinary approach to the patient's needs. Attends ICU Rounds as scheduled.
17. Communicates appropriately and clearly to ICU Manager and Supervisor, co-workers and physicians.
18. Maintains a good working relationship both within the department and with other departments.
19. Identifies and addresses psychosocial needs of patients and family; communicate with Social Service and other Ancillary Departments as needed, regarding both in-hospital and post-discharge needs.
20. Documentation meets current standards and policies.
21. Manages and operates equipment safely and correctly.
22. Coordinates and supervises patient care as necessary. Communicates clear and concise needs to CNA for patient care.
23. Demonstrates an ability to be flexible, organized and function under stressful situations.
24. Adheres to dress code; appearance is neat and clean.

25. Completes annual education requirements on time.
26. Maintains regulatory requirements as assigned and completes on time.
27. Maintains patient confidentiality at all times.
28. Reports to work on time and as scheduled, completes work within designated time.
29. Maintains all required certifications with no lapse. Certifications are the responsibility of the staff member and are to be renewed prior to expiration or the employee will be removed from the schedule.
30. Wears identification while on duty, uses computerized time clock system correctly. Approves time card every two weeks in preparation for payroll.
31. Attends annual review and department in-services, as scheduled.
32. Attends at least 85% of staff meetings annually.
33. Represents the organization in a positive and professional manner. This is an expectation while at work as well as when off the clock. Social media posts in no way negatively reflect upon the organization and do not contain any patient information.
34. Actively participates in performance and quality improvement activities.
35. Complies with all organizational policies regarding ethical business practices.
36. Required to check emails and be responsible for its content at least once per week.



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Created: September, 2019

## PHYSICAL DEMANDS

On-the-job time is spent in the following physical activities  
Show the minimum amount of time by checking the appropriate boxes below.

— Minimum Amount of Time —				
	None	up to 1/3	1/3 to 1/2	2/3 and more
Stand:				X
Walk:				X
Sit:			X	
Talk or hear:				X
Use hands to finger, handle or feel:				X
Push/Pull:			X	
Stoop, kneel, crouch or crawl:			X	
Reach with hands and arms:				X
Taste or smell:		X		

This job requires that weight be lifted or force be exerted. Show how much and how often by checking the appropriate boxes below.

— Minimum Amount of Time —				
	None	up to 1/3	1/3 to 1/2	2/3 and more
Up to 10 pounds:				X
Up to 25 pounds:				X
Up to 50 pounds:				X
Up to 100 pounds:		X		
More than 100 pounds:	X			

This job has special vision requirements. Check all that apply.

- ☒ Close Vision (clear vision at 20 inches or less)
- ☒ Distance Vision (clear vision at 20 feet or more)
- ☒ Color Vision (ability to identify and distinguish colors)
- ☒ Peripheral Vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- ☒ Depth Perception (three-dimensional vision; ability to judge distances and spatial relationships)
- ☐ Ability to Adjust Focus (ability to adjust eye to bring an object into sharp focus)
- ☐ No Special Vision Requirements
- ☒ Hand-Eye Coordination

Specific demands not listed:

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Note: Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

## WORK ENVIRONMENT

This job requires exposure to the following environmental conditions.  
Show the minimum amount of time by checking the appropriate boxes below.

— Minimum Amount of Time —				
	None	up to 1/3	1/3 to 1/2	2/3 and more
Wet, humid conditions (non-weather):		X		
Work near moving mechanical parts:		X		
Fumes or airborne particles:		X		
Toxic or caustic chemicals:		X		
Outdoor weather conditions:		X		
Extreme cold (non-weather):	X			
Extreme heat (non-weather):	X			
Risk of electrical shock:			X	
Work with explosives:	X			
Risk of radiation:		X		
Vibration:	X			
Blood-borne Pathogens:				X

The typical noise level for the work environment is:  
Check all that apply.

- ☐ Very Quiet
- ☐ Loud Noise
- ☐ Quiet
- ☐ Very Loud Noise
- ☒ Moderate Noise

Hearing:

- ☒ Ability to hear alarms on equipment
- ☒ Ability to hear client call
- ☒ Ability to hear instructions from physician/department staff

## REPETITIVE MOTION ACTIONS

— Minimum Number of Hours —					
	0	1-2	3-4	5-6	7+
<b>Repetitive use of foot control</b>					
A. Right only					
B. Left Only					
C. Both		X			
<b>Repetitive use of hands</b>					
A. Right only					
B. Left Only					
C. Both				X	
<b>Grasping: simple/light</b>					
A. Right only					
B. Left Only					
C. Both			X		
<b>Grasping: firm/heavy</b>					
A. Right only					
B. Left Only					
C. Both		X			
<b>Fine Dexterity</b>					
A. Right only					
B. Left Only					
C. Both				X	

I have read this description of the job title **Intensive Care Unit Registered Nurse** and understand the functions and objectives of the position. I certify that I am able to perform the same. I understand that this job description cannot anticipate all physical and mental requirements that may come up in the daily assignment of the job and that I am also accountable for minor duties and responsibilities as assigned or deemed necessary.

Employee Name (Print)

Employee Signature

Date



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Employee signature below constitutes employee's understanding of the requirements, essential functions, duties and expectations of the position.

Job Description: **Intensive Care Unit Registered Nurse**

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Employee

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Date

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Manager

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Date

*Nothing associated with this job description and/or its addendum and nothing contained in this document, is intended to create an employment contract or to convert at-will employment to a specified period of time.*