

UW HEALTH JOB DESCRIPTION

GRADUATE NURSE

Job Code: 790012, 790013	FLSA Status: Non-Exempt	Mgt. Approval: M. Glynn & K. McPhee	Date: February 2022
Departments: Various		HR Approval: K. Fleming	Date: February 2022

JOB SUMMARY

The Graduate Nurse collaboratively assists as an active member of the interprofessional team to provide therapeutic patient and family centered care. The Graduate Nurse systematically and continuously assists in the collection and assessment of data related to patient health status to develop, execute and evaluate the plan of care or critical pathway. The Graduate Nurse assists in performing all required elements of a nursing assessment, including but not limited to physical examination, assessment of readiness to learn, psychosocial and functional assessments along with the utilization of patient/family specific assessment scales as required. The Graduate Nurse considers factors related to safety, effectiveness and cost in planning and delivering care. The Graduate Nurse assists in establishing goals and strategies for meeting the discharge or continuing care needs of the patient, family and/or other care provider. The Graduate Nurse provides care in collaboration with other nursing staff members in accordance with the WI Nurse Practice Act and UW Health Nursing Professional Practice Model. The Graduate Nurse utilizes and demonstrates knowledge of research findings, participates in continuous quality improvement initiatives, maintains knowledge of nursing practice and assumes responsibility for their professional development. The Graduate Nurse's decisions and actions with patients and families are determined in an ethical manner.

As a holder of a temporary nursing permit, the Graduate Nurse shall practice under the direct supervision of a Registered Nurse.

Graduate Nurse Goals:

The Nurse Residency Program is a series of learning and work experiences designed to assist new nursing graduates as they transition into their first professional nursing role. Residency experiences have an emphasis on the development of clinical and leadership skills for the nurse to become successful as a full partner within the healthcare team. Components of the program include in-depth development of Resident leadership skills, analysis of evidence through reviews of the literature, application of outcomes data to patient care improvements, and professional development and coaching to clinical success.

At the conclusion of the Residency, participants will:

- Transition from advanced beginner nurse toward competent professional nurse in the clinical environment.
- Develop effective decision-making skills related to clinical judgment and performance.
- Provide clinical nursing leadership at the point of care.
- Strengthen commitment to nursing at the point of care.
- Strengthen commitment to nursing as a professional career choice.
- Formulate an Individual Development Plan as related to their new clinical role.
- Incorporate research – based evidence linked to practice outcomes.

Graduate Nurse starting with their Associate Degree in Nursing (ADN) are committed to obtaining their Bachelor of Science in Nursing (BSN) within six (6) years of the start of their Nurse Residency program. It is recommended that employees begin a BSN completion program within two (2) years of their start date to ensure sufficient time to obtain their BSN.

The Graduate Nurse position is time limited. A person may remain in the Graduate Nurse position until one of the following occurs:

- 1) They become a Registered Nurse (RN) licensed in the state of Wisconsin, at which time they will be transferred to the Nurse Resident position, OR
- 2) They receive a failing score on the nurse licensure exam, at which time they will lose their temporary nursing permit and be transferred to the Nurse Technician position, OR
- 3) They fail to become a Registered Nurse (RN) licensed in the state of Wisconsin within the required timeframe, at which time their employment will be terminated

MAJOR RESPONSIBILITIES

- Assesses and systemically collects, analyzes, and evaluates patient data related to the behavioral, physical, physiologic and psychosocial status of the patient utilizing interview, observation, and physical examination. Works in collaboration with multidisciplinary team to implement nursing interventions and provide appropriate evidenced-based patient and family centered care.
- Executes nursing interventions, develops patient plan of care, and assists with coordination of patient care across the care continuum (i.e. inpatient, outpatient, home, skilled nursing facilities, schools) in collaboration with the multidisciplinary team; incorporating appropriate standards of care, practice, and patient outcomes.
- Delivers care in an organized and efficient manner while providing patient/family with complete information regarding typical events, common patient responses, along with any education related to plan of care.
- Evaluates patient's response to plan of care and research. Incorporates care in collaboration with the multidisciplinary plan of care.

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- Implements safe, competent, and efficient patient care within policies, procedures and standards, and interventions as noted on the multidisciplinary plan of care. Provides care that is ethical, patient- and family-centered, culturally congruent and evidence-based.
- Utilizes data and sets priorities to continuously meet changing patient needs. Executes nursing interventions in response to data indicating urgent and/or emergent risk to patient and initiates action to reduce or correct risk.
- Assumes responsibility and accountability for effectively managing nursing care of individual patients and families.
- Documents nursing assessment and interventions in the electronic medical record in an accurate and timely manner to reflect a comprehensive and integrated approach to patient/family care and clinical research.
- Assesses patient/family's readiness and provides education to the patient/family accordingly. Identifies learning needs of patients/families and teaches by adapting standard information to provide individualized and comprehensive teaching-learning. Utilizes available resources as appropriate to meet identified patient, family and/or caregiver needs.
- Incorporates standards of practice and clinical practice protocols into practice to maximize clinical effectiveness. Facilitates cost control in use of material and human resources while effectively utilizing technology to support practice and efficiencies in care delivery.
- Responds to, provides support for, and appropriately assists with urgent and emergent patient care situations.
- Maintains and advocates for patient, family, visitor and personal safety.
- Works within scope of practice to achieve clinical outcomes, while executing delegation protocols.
- Leads through collaborative partnerships in accordance with UW Health Nursing Professional Practice Model.
- Maintains a level of professional development through continuing education, quality improvement initiatives, obtaining and sharing department/unit/organizational information/knowledge.
- Participates in meeting Patient Satisfaction Goals and organizational strategic goals.
- Other duties as assigned

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Associate Degree in Nursing (ADN) completed within the previous 12 months. Continued employment is contingent upon completion of a Bachelor of Science in Nursing degree (BSN) within six (6) years of starting the Nurse Residency Program.
	Preferred	Bachelor of Science in Nursing degree (BSN) completed within the previous 12 months
Work Experience	Minimum	
	Preferred	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Graduate Nurse with temporary nursing permit in the state of Wisconsin. Must become a Registered Nurse (RN) licensed in the state of Wisconsin by one of the following timeframes, whichever comes first: <ul style="list-style-type: none"> ○ Prior to the temporary permit expiring ○ Prior to completion of their individual orientation period ○ Within 6 months of graduation from a board-approved school of nursing • CPR/BLS Certification
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Demonstrates effective and respectful communication with patients, families and the healthcare team. • Demonstrates ability to maintain patient and family privacy and confidentiality. • Ability to make knowledgeable clinical assessments and judgements • Ability to educate patients and families

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

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Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
X	Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.