

UW HEALTH JOB DESCRIPTION

Registered Nurse- Inpatient

Job Code: 800006

FLSA Status: Nonexempt

Mgt. Approval: S. Sadoff Date: 2-17

HR Approval: R. Temple Date: 2-17

JOB SUMMARY

The Registered Nurse systematically and continuously collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic care with the patient and/or family. He/she performs all required elements of a nursing assessment including but not limited to physical examination, assessment of readiness to learn, psychosocial assessment, functional assessment and utilization of patient/family specific assessment scales as required. The Registered Nurse is an active member of the multidisciplinary team and collaborates in the development, execution and evaluation of the multidisciplinary plan of care or critical pathway. The Registered Nurse considers factors related to safety, effectiveness and cost in planning and delivering care. The Registered Nurse's decisions and actions with patients and families are determined in an ethical manner.

The Registered Nurse establishes goals and strategies for meeting the discharge or continuing care needs with the patient, family, and/or other care provider. The Registered Nurse provides care in collaboration with other nursing staff members; he/she delegates and supervises care in accordance with nurse practice acts and the professional nursing role.

The Registered Nurse utilizes research findings in his/her practice. He/she demonstrates knowledge of and participates in Improving Organizational Performance activities. The Registered Nurse acquires and maintains knowledge in nursing practice and assumes responsibility for the professional development of self, other nursing staff and students.

MAJOR RESPONSIBILITIES

The incumbent performs the following **job responsibilities**:

I. Clinical Practice/Quality of Care

The registered nurse systematically and continuously collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic care with the patient and family.

- A. Establishes an in-depth data base by assessing the behavioral and physiologic status of the patient utilizing interview, observation, physical examination, and other available data.
- B. Integrates nursing interventions into the multidisciplinary plan of care, incorporating appropriate standards of care and practice and patient outcomes.
- C. Incorporates discharge/home care planning into the multidisciplinary plan of care on an ongoing basis.
- D. Implements safe, competent, and efficient patient care within policies, procedures and standards, and interventions as noted on the multidisciplinary plan of care.
- E. Sets priorities adapting to changing patient and unit/clinic situations. In response to data indicating urgent and/or emergent risk to patient, initiates action to reduce or correct risk.
- F. Assumes responsibility and accountability for effectively managing nursing care of individual patients as a team member.
- G. Documents the nursing process to reflect a comprehensive and integrated approach to patient care.
- H. Evaluates patient's responses to care based on effectiveness of nursing interventions/actions in relationship to established outcomes and consults with Medical Staff, Care Team Leader, Case Manager, and/or Nurse Practitioner regarding clinical variances and recommended changes to the plan of care.
- I. Identifies learning needs of patients/families and teaches by adapting standard information to provide individualized and comprehensive teaching-learning. Utilizes the resources of the Teaching-Learning Center as appropriate to meet identified patient, family and/or caregiver needs.

Performance measures:

- Assesses physical and psychosocial needs of patients and families.
- Implements appropriate nursing intervention.
- Analyzes patient data and uses this to provide appropriate nursing care.
- Assesses patient needs and analyses patient data to make appropriate changes in patient care.
- Works proactively and throughout patient stay to assure to assure timely discharge.
- Evaluates patient responses to nursing interventions.
- Takes time every shift to determine patient/family needs, wants and priorities.
- Answers call/lights within 5 minutes and appropriately meets patient needs directly or through delegation.

UW HEALTH JOB DESCRIPTION

- Answers any patient call/light and meets patient needs.
- Is flexible and responsible to accommodate physical and emotional needs.
- Is courteous to patients, family, visitors, and staff.
- Looks for ways to improve service.
- Addresses patient/family by preferred name.
- Introduces self and explains role to patient/visitor with a friendly smile.
- Participates in quality improvement efforts of unit.
- Delivers care in an organized, efficient manner.
- Demonstrates positive professional attitude toward job.
- Dresses in a professional, neat manner.
- Provides patient and family with complete information and explains procedures in ways they can understand.
- Explains typical events and common patient responses for patient diagnosis
- Documents per hospital standard to assure continuity of care.
- Maintains patient, family, visitor and personal safety.
- Appropriately implements patient plan of care
- Completes competency check list from annual review.

II. Resource Utilization

The registered nurse considers factors related to safety, effectiveness, and cost in planning and delivering care. He/she demonstrates knowledge of UW Health healthcare delivery system as multidisciplinary and multifaceted with a variety of entry and access points along the care continuum.

- A. Contributes to and supports the effective management of the unit/clinic.
- B. Incorporates standards of practice, clinical practice protocols, etc. into practice in order to maximize clinical effectiveness.
- C. Acts to facilitate cost control in use of material resources.
- D. Acts to facilitate cost controls in the use of human resources.
- E. Effectively utilizes technology to support practice and efficiencies in care delivery.

Performance measures:

- Adheres to attendance policy.
- Implements practice protocols relevant to patient population i.e. pain scale, fall risk, sitter decision tree.

III. Collaboration

The registered nurse collaborates with the patient, families, significant others, and health care providers in providing patient care. Delegates and supervises care in accordance with nurse practice acts and professional nursing role.

- A. Initiates multidisciplinary collaboration to positively impact the outcomes of health provided.
- B. Collaborates with Case Manager, Nurse Manager, and Care Team Leader in the provision of patient care.
- C. Communicates effectively with patients, families, professionals, supportive personnel and others.
- D. Initiates steps to support and enhance the patient's responsibility and self-determination in decision-making concerning health, treatment and well-being.
- E. Involves the individual patient/family in identification of requirements/perceptions of learning needs and preparation to assume self-care on discharge.
- F. Develops, maintains, and terminates therapeutic relationships with patients and families.
- G. Participates in unit/clinic and/or departmental shared governance structure in order to improve care.

Performance measures

- Participates in meeting Nursing Unit Patient Satisfaction Goal.
- Considers patient privacy a priority and maintains confidentiality.
- Always demonstrates a "how can I help?" versus "it is not my job" attitude.
- Attends 50% of staff meetings.
- Works with patient, family and healthcare team to achieve mutual goals.
- Offers assistance to coworkers.

UW HEALTH JOB DESCRIPTION

- Makes a point to welcome new employees and assists in making them comfortable.
- Demonstrates positive working relationships with other departments.
- Assists less experienced nurses to evaluate and implement approaches to patient care.
- Appropriately delegates to team members.
- Facilitates multidisciplinary resolution of issues.
- Contributes to achieving unit goals.
- Provides respectful communication toward and about patients.
- Listens attentively to patients/families and healthcare team.
- Utilizes effective verbal and nonverbal techniques with patients, families and healthcare team.
- Demonstrates accountability for obtaining unit/organization information.
- Provides communication to coworkers.

IV. Ethics

The registered nurse's decisions and actions with patients and families are determined in an ethical manner.

- A. Demonstrates sensitivity to the values of self and others.
- B. Participates in activities designed to broaden ethical decision-making skills.
- C. Integrates personal values with UW Health Mission and Nursing Vision and Aspiration Statements.
- D. Involves patient/family in plan of care incorporating their cultural, spiritual and other belief systems.

Performance measures:

- Respects differences in culture, values, lifestyle, coping skills and healthcare practices.
- Integrates personal values with UW Health mission and nursing vision.
- Maintains confidentiality of password when accessing computer and medication cabinets.
- Seeks available resources for value conflicts and ethical issues.

V. Research

The registered nurse uses research findings in practice.

- A. Participates in organizational improvement activities.
- B. Identifies recurring clinical practice issues and contributes to the development of specific plans to address identified issues.
- C. Demonstrates knowledge of research findings related to clinical specialty.

Performance measures:

- Participates in activities that support the advancement of nursing practice through literature, professional organizations, research, committee participations, etc.
- Consistently uses new knowledge, technology and research in practice.

VI. Education

The registered nurse acquires and maintains current knowledge in nursing practice and assumes responsibility of the professional development of self, other nursing staff, and students.

- A. Evaluates own performance and that of peers and other nursing staff in relation to standards.
- B. Demonstrates an awareness of elements in own performance needing further development and seeks opportunities to improve.
- C. Contributes to the learning experiences of students in cooperation with the instructor and other staff.

Performance measures:

- Meets all mandatory education requirements.
- Serves as a preceptor when appropriate to staff or students.
- Attends at least 4 hours of professional continuing education each year (excluding mandatory).

UW HEALTH JOB DESCRIPTION

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

JOB REQUIREMENTS

Education	Minimum	
	Preferred	Baccalaureate degree in nursing
Work Experience	Minimum	<ul style="list-style-type: none"> One (1) years relevant critical care experience in an acute care setting. Telemetry experience.
	Preferred	Two (2) years relevant experience
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> Registration as a professional nurse in the State of Wisconsin. CPR certification. ACLS certification
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Experience providing care to a diverse population of patients/families. Commitment to providing nursing care that is patient and family centered. Compassionate, non-judgmental, respectful and accountable. Knowledge regarding quality improvement and standards of care within practice area. Experience in teaching patients and families. Excellent communication skills. Ability to effectively delegate and supervise the work of other nursing team members.

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,

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

JOB FUNCTION

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.*

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 docketts, 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#

UW HEALTH JOB DESCRIPTION

	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:				