

UW HEALTH JOB DESCRIPTION

POSITION SPECIFICS	
Title: RN - Inpatient	Department/Number: Nursing - SOS Activity Pool/93240
Reports to: Nurse Manager	
Job Code: 800006	FLSA Status: Non Exempt
Manager Approval: K. Strampe Date: 10-16	
HR Approval: R. Temple Date: 10-16	
POSITION SUMMARY	
<p>The RN - Inpatient on the SOS team functions to respond to the urgent needs with patients and families throughout the hospital as well as to assist the nursing staff in acute situations. The RN - Inpatient functions independently and is continuously on pager and cell phone to readily respond to calls. The RN - Inpatient has multiple demands placed on their time and has to prioritize their work to respond to the most urgent need.</p> <p>The incumbent has a strong knowledge base and is competent to care for a diverse population of patients and families. The RN - Inpatient is responsible to practice within their level of competence for the safe delivery of patient and family care. The RN - Inpatient is responsible to keep current with changes in practice on the various nursing units as well as have a working knowledge of equipment used with patients.</p> <p>The RN - Inpatient is responsible for participating in the quality outcomes specific to the units or hospital and adheres to all regulatory requirements. The RN - Inpatient maintains a collaborative relationship with multiple disciplines within the organization.</p> <p>The RN - Inpatient is expected to adhere to the organizational performance standards for all UW Health staff. The incumbent is supervised by the Nurse Manager and is expected to act independently in functions of the position.</p>	
MAJOR RESPONSIBILITIES	
<p>The incumbent performs the following job responsibilities:</p> <p>I. Clinical Practice/Quality of Care</p> <p><i>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.</i></p> <ol style="list-style-type: none"> 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. Implements safe, competent, and efficient patient care within policies, procedures and standards, and interventions as noted on the multidisciplinary plan of care. D. 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. E. Assumes responsibility and accountability for effectively managing nursing care of individual patients as a team member. F. Documents the nursing process to reflect a comprehensive and integrated approach to patient care. G. 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. H. Identifies learning needs with 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. I. Demonstrates the ability to quickly assess a patient when there has been a change in status and help to monitor and provide intervention for the patient. J. Demonstrates excellent vascular access skills to ensure safe techniques used to prevent line infections, safely remove central lines, and gain access on patients with difficult vasculature. K. Transport of patients requiring monitoring during transport and procedure. L. Administers moderate sedation and monitor during and after procedure. M. Responds and provides support for multiple emergent situations; Blue Cart, Medical Response, Rapid Response, and traumas N. Responds and manages patients who have a change in condition as a member of the Rapid Response Team O. Manages patients on nursing units needed a higher level of care until appropriate transfer to a higher level of care can be facilitated P. Supports the ED and other critical care areas when there is high volumes and increased acuity of patients 	

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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 and family stay to assure to assure timely discharge.
- Evaluates patient responses to nursing interventions.
- Is flexible and responsible to accommodate physical and emotional needs.
- Is courteous to patients, families, 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.

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 organization.
- 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.
- F. Supports the admission process with nursing in more acute situations.
- G. Supports capacity management activities during periods of high volumes working with the Nursing Coordinators to determine where the greatest need of SOS services is.

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, 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.
- 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 interdisciplinary resolution of issues.
- Contributes to achieving unit goals.

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- 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 direct and respectful 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 UWHC 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).

All duties and requirements must be performed consistent with the UW Health Organizational Performance Standards.

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POSITION REQUIREMENTS		
Education	Minimum	Graduate of an accredited school of nursing
	Preferred	Baccalaureate degree in nursing
Work Experience	Minimum	Two (2) years recent, relevant critical care experience
	Preferred	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> Registration as a professional nurse in the State of Wisconsin BLS and ACLS certifications
	Preferred	CCRN, TNCC
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Strong nursing skills Strong critical thinking nursing skills Good peripheral venous access skills Trained and competent to administer moderate sedation Ability to effectively teach patients and nursing staff Disciplined to be an independent learner Effective communication skills to interact with multiple disciplines Ability to prioritize workload when given multiple demands Evidence of time management and organizational skills Ability to work under pressure in stressful environment and make decisions Team work essential Essential to be patient focused when delivering services Respectful of the diversity of people Commitment to the development of a patient-family centered care

AGE – SPECIFIC COMPETENCY

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)		Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)	x	Young Adult (20 – 40 years)
	Preschool (4 – 5 years)	x	Middle Adult (41 – 65 years)
	School Age (6 – 12 years)	x	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 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	20-50#	10-25#	Negligible-10#

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	maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.			
	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:		<ul style="list-style-type: none"> • Walking and standing for periods of time • Push or pulling of patient beds 		

Work/Environmental: Exposure to blood borne pathogens, airborne/contact diseases, bio-hazardous waste, and chemicals.

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.