

UW HEALTH JOB DESCRIPTION

RN - Inpatient

Job Code: 800006

FLSA Status: Non-Exempt

Mgt. Approval: L. Jacobs

Date: March 2021

Department: Telehealth - eICU

HR Approval: J. Olson

Date: March 2021

JOB SUMMARY

The eICU Registered Nurse (RN) systematically and continuously collects and assesses data in collaboration with the multidisciplinary team and within the eICU to assist in supporting the care of patients and/or families. The RN is an excellent communicator, educator, and facilitator of information to support the multidisciplinary plan of care and respond to emergencies and questions from patients, families, and staff. The Registered Nurse considers factors related to patient safety, effectiveness of care, and optimal patient outcomes to guide the delivery of care.

The RN utilizes research findings in his/her practice and communication with patients and families. They demonstrate knowledge of and participate in process improvement activities for the eICU and external care team. 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

Clinical Practice/Quality of Care

- Systematically and continuously collects and assesses data in collaboration with the multidisciplinary team and the eICU to support therapeutic care for the patient and family. Inputs and analyzes patient data to support care management.
- Utilizes critical thinking to review patient needs, communicate perceptions on the plan of care, evaluate the effectiveness of the plan, and support any necessary revisions.
- Supports clinicians at customer hospitals with nursing interventions, incorporating appropriate standards of care and practice with desired patient outcomes.
- Supports staff in the transfer or discharge of the patient from the unit.
- Acts proactively to avert clinical problems through observation of the patient by tele-monitoring, surveillance, and notification of adverse physiological alerts as identified in the e-care manager. Supports the implementation of preventive strategies.
- Articulates concise and comprehensive assessments of actual or potential patient problems to the eICU physician staff.
- Provides accurate information to bedside staff to assist in the education and recognition of physical, emotional, and environmental health problems.
- Responds to data indicating urgent and/or emergent risk to the patient. Collaborates accurately and promptly with the eICU physician and multidisciplinary care team. Provides follow up to ensure problem resolution.
- Documents within the e-care manager to reflect any changes with the patient and their plan of care.
- Evaluates patient responses to nursing interventions/actions in relationship to expected outcomes and consults with the multidisciplinary care team regarding critical variances. Recommends changes to the plan of care.
- Supports the bedside staff in identifying the learning needs of patients and families, teaching as requested. Utilizes resources of the customer sites as appropriate to meet the educational needs identified.
- Reports clinical or technical problems using established guidelines to maintain safe care and optimal communication between eICU and bedside staff.
- Demonstrates knowledge of the uniqueness in the health care delivery to patients that the eICU supports with a variety of entry and access points along the care continuum.

Resource Utilization

- Considers factors related to patient safety, optimal clinical outcomes, and effective communication in supporting the bedside clinicians in the delivery of care.
- Incorporates standards of practice and clinical practice protocols to maximize clinical outcomes for patients.
- Acts to facilitate cost-effective behavior in the use of human and material resources.
- Effectively uses technology to support customers in their practice and care delivery.
- Supports practice protocols relevant to the patient population (i.e. pain scale, fall risk, DVT prophylaxis, ventilator bundles, sepsis screening, and others) as identified by the customers.

UW HEALTH JOB DESCRIPTION

Collaboration

- Collaborates with the bedside health care providers, patients/families, and eICU staff in providing patient care.
- Supports the delivery of care in accordance with nurse practice acts and the professional nursing role.
- Supports bedside staff to enhance the patient's responsibility and self determination in decision making concerning health, treatment, and wellbeing.
- Involves the individual patient/family in the identification of requirements/perceptions of learning needs, questions, and pending decisions.
- Supports the patient, family, and bedside team in end of life discussions, including the option of organ/tissue donation.

Research and Education

- Identifies recurring clinical practice issues and contributes to the development of specific plans to address identified issues within the eICU and for our customers.
- Demonstrates knowledge of research findings related to clinical specialty and patient outcomes.
- Participates in activities which support the advancement of nursing practice through literature, professional organizations, and research.
- Acquires and maintains current knowledge in nursing practice and assumes responsibility of the professional development of self, other nursing staff, and students.
- Contributes to the learning experiences of students in cooperation with the instructor and other staff at customer hospitals and within the eICU.

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

JOB REQUIREMENTS

Education	Minimum	
	Preferred	Bachelor of Science – Nursing (BSN)
Work Experience	Minimum	Five (5) years of recent adult critical care experience
	Preferred	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Registered Nurse license in the state of Wisconsin • CPR certification • ACLS certification
	Preferred	CCRN certification
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Ability to concentrate and be attentive to details when planning nursing care and resolving patient care problems during a stressful situation • Knowledge regarding quality improvement and standards of care within practice area. Demonstrated experience in implementing quality improvement initiatives. • Experience in teaching patients and families • Outstanding demonstrated customer service with excellent communication skills • Ability to function with a high degree of independence • Ability to collaborate with other disciplines to provide care • Excellent interpersonal, group process, marketing, and program development skills • Demonstrates initiative, flexibility, and creativity • Proficient computer skills with willingness to continue development in the skill

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)		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 FUNCTIONS

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

UW HEALTH JOB DESCRIPTION

PHYSICAL REQUIREMENTS			
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>			
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#
	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#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:			

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.