

UW HEALTH JOB DESCRIPTION

Nurse Resident			
Job Code: 790001, 790002, 790004, 790005, 790006, 790010, 790016	FLSA Status: Non-Exempt	Mgt. Approval: Nursing	Date: November 2021
Department: Various		HR Approval: Annual Review	Date: November 2021
JOB SUMMARY			
<p>The Nurse Resident collaboratively assists as an active member of the multidisciplinary team to provide therapeutic patient and family-centered care. The Nurse Resident 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 Nurse Resident assists in performing all required elements of a nursing assessment, including but not limited to physical examination, assessment of readiness to learn, and psychosocial and functional assessments along with the utilization of patient/family specific assessment scales as required. The Nurse Resident considers factors related to safety, effectiveness, and cost in planning and delivering care. The Nurse Resident assists in establishing goals and strategies for meeting the discharge or continuing care needs of the patient, family, and/or other care provider(s). The Nurse Resident 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 Nurse Resident utilizes and demonstrates knowledge of research findings, participates in continuous quality improvement initiatives, maintains knowledge of nursing practice, and assumes responsibility for their own professional development. The Nurse Resident's decisions and actions with patients and families are determined in an ethical manner.</p>			
MAJOR RESPONSIBILITIES			
<ul style="list-style-type: none"> • Assesses and systematically 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 the multidisciplinary team to implement nursing interventions and provide appropriate evidence-based patient and family centered care. • Executes nursing interventions, develops patient plan of care, and assists with coordination of patient care cross care continuum (i.e. inpatient, outpatient, home, skilled nursing facilities, schools) in collaboration with the multidisciplinary team. Incorporates 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 response, and any education related to the plan of care. • Evaluates patient's response to plan of care and research. Incorporates care in collaboration with the multidisciplinary plan of care. • Implements safe, competent, and efficient patient care within policies, procedures, 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 the 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 to learn 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 the 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 the UW Health Nursing Professional Practice Model. • Maintains a level of professional development through continuing education, quality improvement initiatives, and obtaining and sharing department, unit, and organizational information/knowledge. • Participates in meeting patient satisfaction goals and organizational strategic goals. • Other duties as assigned. 			
<p>ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.</p>			

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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	Registered Nurse (RN) license in the state of Wisconsin Basic Life Support/CPR	
	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 judgments 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. <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
<input checked="" type="checkbox"/> 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#
Other - list any other physical requirements or bona fide occupational qualifications not indicated above:			

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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.