UW HEALTH JOB DESCRIPTION

RN - Oncology

Job Code: 800008  FLSA Status: Non-Exempt  Mgt. Approval: K. O'Connell  Date: 04.2018
Department: Chemotherapy Services 1778  HR Approval: M. Buenger  Date: 04.2018

JOB SUMMARY

The Registered Nurse systematically and continuously collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic care for patients and or family members seen in the Cancer Clinics (Oncology/Hematology/BMT/GYN-Oncology/Chemotherapy) and on the In-patient Oncology/Hematology/BMT unit. He/She performs all required elements of a nursing assessment including but not limited to physical examination, assessment of readiness to learn, psychosocial/and sexual 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 decision’s and actions on behalf of patients are determined in an ethical manner.

The Registered Nurse establishes goals and strategies for meeting the discharge or continuing care needs of 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 cancer and participates in clinical trials for this patient population. 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

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 for the oncology patient and family.

A. Assesses 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 patients’ 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, Research Associate, Support Staff ie Social Worker, Counselors, etc. 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 care give needs.

Performance measures:

* Performs systematic nursing assessment, recognizes abnormalities and integrates findings into multidisciplinary plan of care.
Critical elements include physical examination, assessment of readiness to learn, psychosocial assessment, functional assessment, and utilization of specific assessment scales including the Braden scale, pain assessment and functional assessment, developmental level scales and ECOG/Karnofsky performance status scales.

* Possesses knowledge of the principles of growth and development for adult oncology patients.
* Records all necessary elements of patient assessment in the electronic health record in accordance with appropriate departmental standards.
* Establishes individualized, measurable patient goals and outcomes in consultation with the patient, family and health care team.
* Interprets overt and subtle data to determine physiologic or psychological risk.
* Establishes each patient's nursing care requirements relative to his/her age specific needs.
* Establishes goals and strategies for meeting discharge and/or continuing care needs of patient, family and/or other care provider based on admission and ongoing assessment. Involves the patient and family in planning.
* Teaches patient, family and/or other care provider critical knowledge and skill necessary to accomplish self-care regimes and manage decision-making of continuing care needs.
* Ensures that patient and family demonstrate knowledge of health status, treatments, symptom management, skills, medications and adaptive behaviors gained as a result of teaching interventions.
* Ensures patient and family/caregiver understanding of safety, functional self-care and home maintenance measures gained as result of discharge planning interventions.
* Documents information which leads to insights or the solutions of usual patient problems, the response to and the outcomes of care provided. Documents in accordance with UW Health policies and procedures.
* Safely and competently executes technical skills required for practice. Maintains clinical specialty practice privileges including but not limited to:
  * Chemotherapy Administration
  * Glucose Monitoring
  * Moderate Sedation

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 health care 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 utilized technology to support practice and efficiencies in care delivery.

Performance measures:

* Implements practice protocols competently and consistently dependent on practice setting such as chemotherapy order verification process, etc.
* Plans interventions and evaluates patient response
* Uses sick leave appropriately.
* Is alert to duplication of patient care services and questions need.
* Uses Health Link, or other clinical information systems to access and enter clinical information.
* Identifies opportunities and participates in evaluations designed to measure the impact of new products and technology on patient outcomes or enhancements to the care delivery process.

III. Collaboration

The registered nurse collaborates with the patient, significant others, and health care providers in providing patient care. Delegates and supervise 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 Clinic Nurse Manager, Clinic Coordinators and other health team members 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 and maintains therapeutic relationships with patients and families.
G. Participates in unit/clinic and /or departmental shared governance structure in order to improve care.

Performance measures:
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* Maintains patient privacy and confidentiality.
* Develops a therapeutic relationship by establishing trust and enabling patient and/or family to verbalize his/her requirement so help comfortably and clearly.
* Evaluates effectiveness of teaching interventions, patient/family level of understanding and adjusts teaching and plan of care accordingly.
* Implements UW Health policy on Advanced Directives.
* Demonstrates effective delegation and supervision of other nursing team members.
* Participates as leader or active member of clinic and/or department shared governance council. Routinely attends and participates in staff meetings

IV. Ethics

The registered nurse’s decisions and actions on behalf of patients 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 and UWCCC 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:

* Demonstrates trust, respect, honesty, and caring attitudes with patient/families and other members of the healthcare team.
* Seeks available resources to help resolve value conflicts or ethical issues. Knows how to access UW Health and Department of Nursing Ethic committee.
* Demonstrates commitment and integration of a patient’s cultural beliefs and practices into multidisciplinary plan of care.

VI. Research

The registered nurse uses research finding in practice.

A. Participates in organizational improvement activities.
B. Identifies recurring clinical practice issues and contributes to the development of specific plan of address identified issues.
C. Demonstrates knowledge of research findings related to oncology.
D. Demonstrates knowledge of clinical trials available to the oncology patient population.

Performance measures:

* Incorporates changes in practice to reflect new advances and ensures effectiveness of interventions.
* Demonstrates knowledge of quality improvement activities relevant to oncology.
* Utilized unit/clinic multidisciplinary committee and departmental resources such as PRN and RISC nurses to improve quality and outcomes of care.
* Collaborates with research staff regarding patient eligibility, patient education, and treatment and monitoring phases.

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 oncology nursing standards
B. Demonstrates an awareness of elements in own performance needing further development and seeks opportunities to improve.
C. Contributes to the learning experience of students in cooperation with the instructor and other staff.

Performance measures:

* Serves as a preceptor. Works directly with new employees to see that planned orientation to the unit/clinic is accomplished.
* Assists in orientation, instruction, direction, and evaluation of students assigned to the unit/clinic.
* Identifies and communicates educational needs.
* Shares knowledge gained through participation in continuing education activities.
* Maintain appropriate specialty certifications UW Health mandatory education requirements.

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

JOB REQUIREMENTS
### UW HEALTH JOB DESCRIPTION

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<th>Education</th>
<th>Minimum</th>
<th>Preferred</th>
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<tr>
<td></td>
<td>Associate degree in nursing</td>
<td>Baccalaureate degree in nursing</td>
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<th>Work Experience</th>
<th>Minimum</th>
<th>Preferred</th>
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<td></td>
<td>One (1) year of relevant RN clinical experience.</td>
<td>Two (2) years of relevant oncology or hematology/BMT or Gynecology oncology clinical experience.</td>
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<td>Chemotherapy certification.</td>
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<td>Ambulatory experience.</td>
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<td>OCN certification within one year of employment.</td>
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<th>Licenses &amp; Certifications</th>
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<th>Preferred</th>
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<td>Registration as a professional nursing in the state of Wisconsin</td>
<td>CPR certification</td>
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<th>Required Skills, Knowledge, and Abilities</th>
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<tr>
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<td>Knowledge regarding quality improvement and standards of care within practice area.</td>
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<td>Experience in teaching patient and families</td>
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<td>Excellent communication skills.</td>
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<td>Ability to effectively delegate and supervise the work of other nursing team members.</td>
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### 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)**
- **Toddlers (1 – 3 years)**
- **Preschool (4 – 5 years)**
- **School Age (6 – 12 years)**
- **Adolescent (13 – 19 years)**
- **Young Adult (20 – 40 years)**
- **Middle Adult (41 – 65 years)**
- **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.

<table>
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<tr>
<th>Physical Demand Level</th>
<th>Occasional Up to 33% of the time</th>
<th>Frequent 34%-66% of the time</th>
<th>Constant 67%-100% of the time</th>
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<tr>
<td><strong>Sedentary:</strong> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, 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.</td>
<td>Up to 10#</td>
<td>Negligible</td>
<td>Negligible</td>
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<td><strong>Light:</strong> 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.</td>
<td>Up to 20#</td>
<td>Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls</td>
<td>Negligible or constant push/pull of items of negligible weight</td>
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<td><strong>Medium:</strong> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.</td>
<td>20-50#</td>
<td>10-25#</td>
<td>Negligible-10#</td>
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<td><strong>Heavy:</strong> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.</td>
<td>50-100#</td>
<td>25-50#</td>
<td>10-20#</td>
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<td><strong>Very Heavy:</strong> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.</td>
<td>Over 100#</td>
<td>Over 50#</td>
<td>Over 20#</td>
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List any other physical requirements or bona fide occupational qualifications:
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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.