

UW HEALTH JOB DESCRIPTION

RN - Oncology

Job Code: 800008	FLSA Status: Non-Exempt	Mgt. Approval: Rudy Jackson	Date: October 2022
Department: Oncology Services Across the System-No changes unless approved by committee		HR Approval: Jenny Derks	Date: October 2022

JOB SUMMARY

The RN-Oncology works collaboratively as an active member of the inter-professional team to provide therapeutic patient and family centered care. The RN-Oncology systematically and continuously collects and assesses data related to patient health status to develop, execute, and evaluate the plan of care. The RN-Oncology utilizes evidence to drive clinical decisions and practice related to individual and population health. The RN-Oncology establishes goals and strategies for meeting the care coordination, discharge, and/or continuing care needs across settings with the patient, family, and/or other care providers.

The RN-Oncology considers factors related to safety, effectiveness, and fiscal accountability in planning and delivering care. The RN-Oncology delegates and supervises care in accordance with the WI Nurse Practice Act and UW Health Nursing Professional Practice Model. The RN-Oncology utilizes and demonstrates knowledge of research findings in cancer and participates in clinical trials for this patient population. He/she demonstrates knowledge of clinical trials available to the patient population.

MAJOR RESPONSIBILITIES

- Assesses and evaluates patient data related to the behavioral, physical, physiologic, and psychosocial status of the patient utilizing interview, observation, and physical examination via in person and communication technologies.
- Executes nursing interventions across the care continuum in collaboration with the multi-disciplinary team, incorporating appropriate standards of care and practice and promoting positive patient outcomes by incorporating their cultural, spiritual, and other belief systems.
- Evaluates patient's response to plan of care and research.
- Identifies learning needs of the patient and families and educates by adapting to patient and family learning style utilizing the teach-back method.
- Documents nursing assessment and interventions in the electronic medical record to reflect a comprehensive and integrated approach to patient/family care and clinical research.

Unique to Oncology/Radiation Oncology:

- Performs telephone triage.
- Administers, monitors, and documents medications and therapies through a variety of routes.
 - Chemotherapy for Oncology
- Assists the providers with procedures that may or may not require moderate sedation.
- Performs assessment, access, and maintenance of venous access devices.
- Performs phlebotomy procedures including starting peripheral IVs and drawing blood from midline catheters, peripherally inserted central catheters, and ports.
- Acts as a resource to other Cancer Clinic nursing staff and participates in the development, maintenance, and implementation of educational initiatives and policies and procedures.
- Coordinates procedure and therapy scheduling.
 - Brachytherapy Coordination for Radiation Oncology

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

JOB REQUIREMENTS

Education	Minimum	Graduate of school of nursing
	Preferred	Bachelor of Science in Nursing (BSN)
Work Experience	Minimum	Six (6) months of RN experience
	Preferred	Relevant Inpatient RN experience Ambulatory experience Relevant oncology experience Chemotherapy experience Experience with Venous Access Devices (VADs) and IV skills

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Licenses & Certifications	Minimum	Registration as a registered nurse in the state where employed or licensure in a state in the licensure compact Current CPR/BLS certification
	Preferred	Certification in specialty area of practice
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Knowledge and experience documenting patient care in an electronic medical record • Excellent verbal, written, and presentation skills • Ability to make knowledgeable clinical assessments and judgments • Ability to educate staff, patients, and families • Ability to provide counseling and emotional support with compassion and respect for the individual • Ability to provide support to the members of the care team (teamwork) • Must possess initiative and ability to work independently • Ability to maintain confidentiality of medical records and maintain patient and family privacy • Demonstrates effective and respectful communication with patients, families, and the healthcare team • Ability to facilitate multidisciplinary resolution of issues • Maintains a level of professional development through continuing education, quality improvement initiatives, obtaining and sharing unit/organizational information/knowledge.

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. *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
<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#
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.