

UW HEALTH JOB DESCRIPTION

RN - Oncology I/O

Job Code: 800043	FLSA Status: Non-Exempt	Mgt. Approval: Rudy Jackson	Date: July 2022
Department: Clinics – Chemotherapy Services		HR Approval: Jenny Derks	Date: July 2022

JOB SUMMARY

The RN - Oncology In/Out (I/O) position 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 inpatient Oncology/Hematology/BMT unit. This position 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 RN - Oncology I/O 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 RN - Oncology I/O considers factors related to safety, effectiveness, and cost in planning and delivering care. The decisions and actions of the RN - Oncology I/O on behalf of patients are determined in an ethical manner.

The RN - Oncology I/O establishes goals and strategies for meeting the discharge or continuing care needs of the patient, family, and/or other care provider. The RN - Oncology I/O provides care in collaboration with other nursing staff members; this position delegates and supervises care in accordance with nurse practice acts and the professional nursing role.

The RN - Oncology I/O utilizes research findings in cancer and participates in clinical trials for this patient population. This position demonstrates knowledge of and participates in improving organizational performance activities. The RN - Oncology I/O 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 RN - Oncology I/O systematically and continuously collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic oncology care for the patient and family.

- A. Establishes an in-depth database 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. 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. Initiates action to reduce or correct risk in response to data indicating urgent and/or emergent risk to the patient.
- F. Documents the nursing process to reflect a comprehensive and integrated approach to patient care.
- G. 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 (i.e Social Worker), Counselors, etc. and/or Nurse Practitioner regarding clinical variances and recommended changes to the plan of care.
- H. 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 giver needs.

II. Resource Utilization

The RN - Oncology I/O considers factors related to safety, effectiveness, and cost in planning and delivering care. He/she demonstrates knowledge of the UW Health care delivery system as multidisciplinary and multifaceted with a variety of entry and access points along the care continuum.

UW HEALTH JOB DESCRIPTION

- 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 and human resources.
- D. Effectively utilizes technology to support practice and efficiencies in care delivery.

III. Collaboration

The RN - Oncology I/O collaborates with the patient, significant others, and health care providers in providing patient care. The RN delegates and supervises care in accordance with nurse practice acts and the professional nursing role.

- A. Initiates multidisciplinary collaboration to positively impact the outcomes of health provided.
- B. Collaborates with Case Manager, Clinic Manger, Care Team Leader, and other health team members in the provision of patient care.
- C. Initiates steps to support and enhance the patient's responsibility and self-determination in decision-making concerning health, treatment, and wellbeing.
- D. Involves the individual patient/family in identification of requirements/perceptions of learning needs and preparation to assume self-care on discharge.
- E. Participates in unit/clinic and/or departmental shared governance structure in order to improve care.

IV. Research

The RN - Oncology I/O 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 to address identified issues.
- C. Demonstrates knowledge of research findings related to oncology.
- D. Demonstrates knowledge of clinical trials available to the oncology patient population.

V. Education

The RN - Oncology I/O 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 leaning experience of students in cooperation with the instructor and other staff.

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

JOB REQUIREMENTS

Education	Minimum	
	Preferred	Bachelor of Science in Nursing (BSN)
Work Experience	Minimum	Six (6) months of inpatient medical/surgical nursing experience
	Preferred	<ul style="list-style-type: none"> • Two (2) years of relevant oncology or hematology/BMT or Gynecology oncology clinical experience • Ambulatory experience
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Licensed as a Registered Nurse (RN) in the state(s) where practicing or may work under a compact license per state regulations • CPR/BLS certification
	Preferred	<ul style="list-style-type: none"> • Telemetry certification • Chemotherapy certification • OCN certification within one year of employment
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Knowledge regarding quality improvement and standards of care within practice area • Demonstrated knowledge of IOP activities relevant to oncology • Ability to educate staff, patients, and families • Demonstrates effective and respectful communication with patients, families,

UW HEALTH JOB DESCRIPTION

	<ul style="list-style-type: none"> and the healthcare team • Ability to work independently • Ability to effectively delegate and supervise the work of other nursing team members • Demonstrates ability to safely and competently execute technical skills required for practice • Demonstrates ability to maintain patient and family privacy and confidentially • Ability to collaborate with research associates regarding patient eligibility, patient education, and treatment and monitoring phases • Demonstrates trust, respect, honesty, and caring attitudes with patient/families and other members of the health care team • Ability to integrate a patient's cultural beliefs and practices into critical pathway or multidisciplinary plan of care
--	---

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)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
	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:			

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.