

UW HEALTH JOB DESCRIPTION

REGISTERED NURSE – PER DIEM

Job Code: Varies by Option	FLSA Status: Non-Exempt	Mgt. Approval: S. Sadoff	Date: 12.2018
Department: Resource Ctr & Per Diem Pool, 93100		HR Approval: E. Haberstroh	Date: 12.2018

JOB SUMMARY

The Registered Nurse - Per Diem and Agency is responsible for providing direct and indirect patient and family care in inpatient and approved surgical and ambulatory care areas. He/she is expected to competently perform the patient care responsibilities of the registered nurse within the assigned work setting. Responsibilities include the systematic collection and assessment of data in collaboration with the multidisciplinary team to provide therapeutic care with the patient and/or family. He/she performs all required elements of a nursing assessment including but not limited to physical examination, assessment of readiness to learn, psychosocial assessment, functional assessment and utilization of patient/family specific assessment scales as required. He/she considers factors related to safety, effectiveness and cost in planning and delivering care. The Registered Nurse's decisions and actions with patients and families are determined in an ethical manner. He/she establishes goals and a strategy for meeting the discharge or continuing care needs with the patient, family, and/or other care provider as required or carries out discharge plans as noted on the critical pathway or multidisciplinary plan of care. Care is provided in collaboration with other nursing staff members; he/she delegates and supervises care in accordance with nurse practice acts and the professional nursing role.

MAJOR RESPONSIBILITIES

*The registered nurse systematically collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic care for the patient and family. **The Per Diem or Agency Nurse follows the prescribed plan of care and documents progress towards achieving defined outcomes. Continuity in patient care is achieved through concise communication with the Care Team Leader.***

I. Clinical Practice - Provision of professional nursing care with patients and families.

1. Systematically assesses the needs of the patient through interview (including history taking), observation, and physical examination (may be selective or total examination).
2. Secures information about the medical plan of care and previous health care experiences, e.g., when applicable, secure a nursing history from the previous nurse practitioners.
3. Notes progress in meeting defined outcomes on critical pathway or multidisciplinary plan of care.
4. Plans and organizes individual nursing care for an identified group of patients.
5. Administers individual nursing care, independently applying both simple and complex techniques and processes that are specific to the needs of the patient.
6. Evaluates the nursing care administered with patients by self. Delegates care in accordance with Nurse Practice Acts and UW Health care guidelines.
7. Evaluates and documents patient response to prescribed interventions.
8. Completes delegated patient and family teaching including providing patient and family with information about unit and hospital policies, procedures, and provisions for self-care and participation in decision-making.
9. Elicits patient and family participation in care in keeping with physiological and psychological readiness.
10. Instructs the patient and/or family on subjects such as disease process, risk factors, and prevention of complications to help them plan for care in the hospital and after discharge following prescribed teaching plans.
11. Anticipates from present evidence, nursing and/or medical problems which may arise and initiates preventive measures.
12. Reports patient and family progress in meeting defined outcomes to physicians and members of other health care disciplines.
13. Skillfully uses the range of equipment, medicines, and other modalities, such as CPR, as well as the procedural and educational resources pertinent to assigned work area. Demonstrates knowledge of purpose and expected outcomes.
14. Provides support and assistance to the patient during physician rounds, physical examinations, and surgical and medical procedures completed on the patient care unit.
15. Provides concise communication regarding the patient's progress to Care Team Leader, other nursing staff members, and other health care practitioners. Examples: intra- and inter-unit; inpatient unit to clinic, or operating room, hospital to home or other health care facility.
16. Possesses knowledge of the principles of growth and development for the appropriate age group(s).
17. Demonstrates the ability to assess data reflective of the patient's status in relation to the appropriate age group(s).
18. Demonstrates the ability to interpret relevant information needed to identify each patient's nursing care requirements relative to his/her age specific needs.
19. Demonstrates the ability to provide nursing care relative to the patient's age specific needs.

Performance measures:

- Performs systematic nursing assessment, recognizes abnormalities and documents findings on the critical pathway or multidisciplinary plan of care. Critical elements include physical examination, assessment of readiness to learn, psychosocial assessment, functional assessment, and (depending on setting) utilization of specific assessment scales including the Braden scale, pain assessment and functional assessment, developmental level scales.

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- Possesses knowledge of the principles of growth and development for the appropriate age group(s).
- Completes all necessary elements of patient assessment health profile on admission or new to clinic and in accordance with appropriate departmental standards.
- Interprets overt and subtle data to determine physiologic or psychosocial risk.
- Provides for each patient's nursing care requirements relative to his/her age specific needs as established on the plan of care.
- 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 according to prescribed teaching plan.
- Documents information, which leads to insights or the solutions of usual patient problems, the response to, and the outcome of care, provided. Documents in accordance with UW Health policies and procedures.
- Safely and competently executes technical skills required for practice.

II. Resource Utilization

*The registered nurse considers factors related to safety, effectiveness, and cost in delivering care. As a Per Diem or Agency RN he/she demonstrates knowledge of UW Health health care delivery system and acts to carry out prescribed interventions in a cost effective and efficient manner. **Effective resource utilization by the Per Diem or Agency RN requires regular consultation with Care Team Leader regarding the predominant patient problem, or co-existing problem so that a course of action can be more astutely planned to achieve continuity of care. As a Per Diem or Agency Nurse, he/she contributes to effective resource utilization by demonstrating effective organization and appropriate prioritization in the provision of patient care.***

1. Acts to facilitate cost control in use of material resources.
2. Adapts focus of assessment and intervention techniques in responding to changing patient care needs during scheduled shift.
3. Schedules and arranges for patient participation in the many hospital services affecting patient care for scheduled work shift.
4. Observes hospital policies and procedures that ensure the security and safety of patients, e.g., use of siderails, identification band, suicidal precautions, medication administration procedures, etc.
5. Takes assigned action (per policy manual) in emergency situations, such as fire, tornado, disaster, etc; may act as a lead person in emergency activities.
6. Judges which data needs to be reported to staff or managers, and organizes accurate, efficient, and timely reports.

Performance measures:

- Consults with Care Team Leader to implements practice protocols competently and consistently dependent on practice setting such as sitter decision-tree, support surface decision protocol, etc.
- Evaluates and reports patient response based on expected outcomes identified in the interdisciplinary plan of care in order to facilitate transition to home or continuing care and ensure a timely discharge.

III. Collaboration

The Per Diem or Agency RN establishes satisfactory interpersonal relationships with co-workers and colleagues, patients, families and significant others.

1. Initiates communication with patient and family to determine individual needs of patients, families and significant others.
2. Initiates communication with co-workers and colleagues in other disciplines and departments to share and exchange ideas and information about related activities and needs.
3. Provides detailed patient education to patient and family members during inpatient stay and at the time of discharge following prescribed teaching plans.
4. Responds effectively, both verbally and non-verbally, to communications from patients, families and significant others as well as subordinates, colleagues, department heads, supervisors, physicians, etc.

Performance measures

- Maintains patient and family privacy and confidentiality.
- Develops a therapeutic relationship by establishing trust and enabling patient and/or family to verbalize his/her requirements for help comfortably and clearly.

IV. Ethics

The registered nurse's decisions and actions with patients and families are determined in an ethical manner.

1. Demonstrates sensitivity to the values of self and others.
2. 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 health care team.

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- Demonstrates commitment to patient/family cultural beliefs and practices by carrying out interventions as noted on critical pathway or multidisciplinary plan of care.

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

JOB REQUIREMENTS

Education	Minimum	
	Preferred	Baccalaureate degree in nursing.
Work Experience	Minimum	Two (2) years relevant clinical experience
	Preferred	
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Registration as a professional nurse in the State of Wisconsin. • CPR certification. • ACLS if Critical Care
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Telemetry Competent

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.

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
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#	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.