

## UW HEALTH JOB DESCRIPTION

<b>Registered Nurse - Procedure</b>			
<b>Job Code: 800011A, 800011B</b>	<b>FLSA Status: Non-Exempt</b>	<b>Mgt. Approval: Rudy Jackson</b>	<b>July 2022</b>
<b>Department: Multiple</b>		<b>HR Approval: Jenny Derks</b>	<b>July 2022</b>
<b>Direct all questions, changes, and/or updates regarding this PD to HR BP</b>			

### JOB SUMMARY

The Registered Nurse - Procedure is responsible for providing direct and indirect patient care in inpatient and approved surgical and ambulatory care areas. Responsibilities include the systematic collection and assessment of data in collaboration with the multidisciplinary team to provide therapeutic care for the patient and/or family. The Registered Nurse – Procedure 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 delivery of care. The Registered Nurse - Procedure establishes goals and a strategy for meeting the discharge or continuing care needs of 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; the individual delegates and supervises care in accordance with nurse practice acts and the professional nursing role.

This position will be assigned to perform and assist with assessments, interventions, and evaluations for patients. Activities performed include but are not limited to implementing plans of care and assisting in the management of problems as they arise. In addition, this position may assist the Clinical Nurse Specialist in quality improvement and clinician education activities related to delivery of care.

### MAJOR RESPONSIBILITIES

#### **I. Clinical Practice**

The Registered Nurse - Procedure systematically collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic, evidence-based care for the patient and family. The RN - Procedure works collaboratively with the team to develop plans of care and documents progress toward achieving defined outcomes. Continuity in patient care is achieved through concise communication with patient care providers.

- May provide direct care in both hospital and clinic settings. Systematically assesses the needs of the patient through interview, medical record review, observation, and physical examination.
- Independently administers nursing care, applying both simple and complex techniques and processes that are specific to the needs of the patient.
- Delegates care in accordance with Nurse Practice Acts and UW Health care guidelines.
- Evaluates and documents patient response to prescribed interventions and progress in meeting defined outcomes on multidisciplinary plan of care.
- 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.
- Elicits patient and family participation in care in keeping with physiological and psychological readiness.
- 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.
- Anticipates nursing and/or medical problems which may arise from present evidence and initiates preventive measures.
- Reports patient and family progress in meeting defined outcomes to physicians and members of other health care disciplines.
- Performs systematic nursing assessment, recognizes abnormalities, and documents in patient's medical record.
- 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.

## UW HEALTH JOB DESCRIPTION

### II. Resource Utilization

The RN - Procedure considers factors related to safety, effectiveness, and cost in delivering care. Effective resource utilization by the Registered Nurse may require regular consultation with the Clinical Nurse Specialist so that a course of action can be more astutely planned to achieve continuity of care and planned outcomes.

- Acts to facilitate cost control in use of material resources.
- Adapts focus of assessment and intervention techniques in responding to changing patient care needs during scheduled shift.
- Judges which data needs to be reported to staff or managers and organizes accurate, efficient, and timely reports.
- May consult with Clinical Nurse Specialist to implement practice protocols competently and consistently dependent on the practice setting.
- Evaluates and reports patient response based on expected outcomes identified on the multidisciplinary plan of care in order to facilitate transition to home or continuing care and ensure a timely discharge.

### III. Collaboration

- Initiates communication with patient and family to determine individual needs of patients, families, and significant others.
- Provides detailed patient education to patient and family members during inpatient stay and at the time of discharge following prescribed teaching plans.
- Develops a therapeutic relationship by establishing trust and enabling the patient and/or family to verbalize requirements for help comfortably and clearly.

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

### JOB REQUIREMENTS

Education	Minimum	
	Preferred	Bachelor of Science – Nursing (BSN)
Work Experience	Minimum	<ul style="list-style-type: none"> <li>• Six (6) months of relevant clinical nursing experience</li> <li>• Specific to EP Lab- Previous moderate sedation experience</li> </ul>
	Preferred	<ul style="list-style-type: none"> <li>• Additional years of relevant clinical nursing experience</li> <li>• Prior involvement in clinical procedures in area of specialty, including successful work or involvement in other hospital-wide project work</li> <li>• Experience in an academic medical setting</li> <li>• Specific to Gastro/Endo &amp; Generations - Previous moderate sedation experience</li> </ul>
Licenses & Certifications	Minimum	Please refer to license and certification table below
	Preferred	Certification in area of specialty
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> <li>• Knowledge regarding quality improvement and standards of care within practice area.</li> <li>• Excellent communication skills. Ability to delegate effectively and supervise the work of other nursing team members.</li> <li>• Demonstrated ability to use critical thinking skills.</li> <li>• Expertise in triaging patients and identification of resource availability.</li> <li>• Skilled in problem solving techniques.</li> <li>• Skilled in team development.</li> <li>• Demonstrated ability to prioritize and be flexible with daily job-related duties.</li> <li>• Ability to work effectively with health care professionals across settings.</li> <li>• Knowledge of, and familiarity with word processing, data base management and electronic communication.</li> <li>• Knowledge and skills in quality improvement and research methodologies.</li> <li>• Training in universal precautions and working knowledge of procedures to minimize risk-related to blood borne pathogens</li> <li>• This position may be required to occasionally work holiday and/or weekend hours</li> </ul>

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<b>AGE SPECIFIC COMPETENCY (Clinical jobs only)</b>			
Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.			
<b>Instructions:</b> 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)
<b>JOB FUNCTIONS</b>			
Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.			
<b>PHYSICAL REQUIREMENTS</b>			
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
<input type="checkbox"/> <b>Sedentary:</b> 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.	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>
<input type="checkbox"/> <b>Light:</b> 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.	<b>Up to 20#</b>	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
<input checked="" type="checkbox"/> <b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	<b>20-50#</b>	<b>10-25#</b>	<b>Negligible-10#</b>
<input type="checkbox"/> <b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>50-100#</b>	<b>25-50#</b>	<b>10-20#</b>
<input type="checkbox"/> <b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	<b>Over 100#</b>	<b>Over 50#</b>	<b>Over 20#</b>
<b>Other</b> - list any other physical requirements or bona fide occupational qualifications not indicated above:			

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.

**UW HEALTH JOB DESCRIPTION**

<b>LICENSES AND CERTIFICATIONS</b>			
<b>RN</b>	<b>Job Code</b>	<b>Department</b>	<b>License/Certifications</b>
RN – Procedure (800011)	800011A	3030489 – Clinics – Urology  3030475 – Clinics – Transplant  3035530 – Nursing – Burn and Wound  3034263 – Imaging - Nursing  3030379 - Clinics - Psychiatry	<ul style="list-style-type: none"> <li>• Licensed as a Registered Nurse (RN) in the state(s) where patients are receiving care or may work as eligible per state licensing regulations</li> <li>• Basic Life Support/CPR</li> </ul>
	800011B	3099061 – Joint Venture – Clinic Services  3032021 – Cath EP Prep/Recovery  3032105 – Echo/Vascular Lab  3030197 – Clinics – Endoscopy	<ul style="list-style-type: none"> <li>• Licensed as a Registered Nurse (RN) in the state(s) where patients are receiving care or may work as eligible per state licensing regulations</li> <li>• Basic Life Support/CPR</li> <li>• Advanced Cardiac Life Support (ACLS) or ability to obtain within six (6) months of hire</li> </ul>