

## UW HEALTH JOB DESCRIPTION

### **RN – East Madison Hospital (EMH) OR**

<b>Job Code: 800048</b>	<b>FLSA Status: Non-Exempt</b>	<b>Mgt. Approval: Rudy Jackson</b>	<b>Date: July 2022</b>
<b>Department: Surg/OR – Operating Room</b>		<b>HR Approval: Jenny Derks</b>	<b>Date: July 2022</b>

#### **JOB SUMMARY**

UW Health East Madison Hospital is designed for efficiency while maintaining the same level of quality UW Health is known for with a focus on a positive patient and family centered care experience. With an emphasis on innovation, associates are expected to try new ways of doing things in order to be a learning organization focused on evidence-based continuous improvement. Associates at East Madison Hospital enjoy an environment in which compassion, collaboration, integrity, adaptability, and accountability are extremely important. Associates are empowered and expected to make decisions at the point of care and possess the judgment and initiative to act independently within clear guidelines. Workflows are standardized and associates may be expected to function in more than one role or in combination roles based on changing patient care needs. One measure of the success of East Madison Hospital is that associates will view the organization as a great place to work exemplified by trust, pride, and camaraderie.

The RN – EMH OR is a full performance level professional nurse position involving the performance of direct and indirect perioperative patient and family care. The registered nurse independently makes assessments and provides care to meet the needs of assigned patients or an assigned patient population. In addition, nurses at this level will provide leadership and act as a clinical resource for other associates. The educational needs of associates, patient/family, students, and oneself are identified and implemented into the development of resources. The registered nurse will identify unit quality assurance or standards of care needs and conduct assigned portions of projects/programs to ensure standards are met.

This registered nurse performs under the general supervision of the Manager of Perioperative Services-Operating Room. The RN – EMH OR possesses the knowledge and skills required to provide care to patients and families of all age groups (adolescent, adult, and geriatric).

#### **MAJOR RESPONSIBILITIES**

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

##### **A. Assessment**

1. Establishes an in-depth database by assessing the behavioral and physiologic status of the perioperative patient population by utilizing interviews, observations, and physical examinations.
2. Utilizes resources to complete assessments of patients with unfamiliar or complex problems.
3. Interprets overt and subtle data to determine patient's current physiological or psychosocial risk.

##### **B. Planning**

1. Develops, modifies, and integrates an individual care plan which incorporates the medical plan of care, key elements from the plans of other disciplines, and standards of care and practice.
2. Establishes individualized, measurable patient goals in consultation with the patient, family, and health care team.
3. Plans for individual operative needs (i.e. specialty implants, cell saver, irrigation solution, room temperature).
4. Incorporates continuity of care planning. Coordinates and communicates continuity of care issues with other nursing units pre and post-operatively. Communicates operating room activities to facilitate efficiency in the surgical case progression and turnover between cases.

##### **C. Intervention**

1. Implements safe, competent, and efficient patient and family care within policies, procedures, and standards of care plan to perioperative patient's regardless of complexity.
2. Recognizes potential problems and responds to general information/data indicating urgent and/or emergent risk to the patient.
3. Assumes responsibility and accountability for effectively managing nursing care of a specialty patient population.
4. Documents components of the nursing process that lead to insights, responses, and/or solutions to patient problems.

##### **D. Evaluation**

1. Evaluates patient's responses to care based on effectiveness of nursing interventions/actions in relationship to established goals.
2. Initiates changes in the interdisciplinary care plan based on this evaluation. Problem solves with specialty team to improve patient outcomes.

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### II. Education

#### A. Patient Education

1. Identifies learning needs of patients/families and teaches by adapting standard information based on needs.
2. Ensures that patient/family demonstrates knowledge, within the abilities of the patient, of the related surgical experience.
3. Communicates with patient and family to identify their needs and include them in the plan of care. Acknowledges and supports determinations by the patient and/or family concerning treatment.

#### B. Self and Peer Learning

1. Assumes responsibility for meeting own learning needs and assesses the learning needs of the unit.
2. Serves as a preceptor/mentor and works directly with new employees to fulfill planned orientation to the unit. Assists in the orientation, instruction, direction, and evaluation of students assigned to the unit.
3. Identifies learning experiences to gain or maintain competency.

### III. Leadership

#### A. Collaboration

1. Makes sound judgments in the decisions involved in coordinating multiple, increasingly complex patient care demands.
2. Supervises delegated care based on abilities of nursing personnel and patient acuity.
3. Participates in and facilitates the change process to enable continued growth and improvement in patient care.
4. Initiates interdisciplinary collaboration to positively impact the outcomes of health care provided to increasingly complex patients common to the unit.

#### B. Customer Service

1. Communicates effectively with patients, families, and supportive personnel. Recognizes peers and other's contributions to quality care.
2. Communicates clear, honest, concrete, and direct messages to peers.

#### C. Professionalism

1. Assumes responsibility for the professional development of self, Registered Nurses, and other nursing staff. Supports a culture of continuous improvement.
2. Participates in the development and achievement of Perioperative Service goals.
3. Participates in committees/meetings as delegated or appointed at the unit and division levels.

### IV. Quality Assurance

#### A. Improvement Activities

1. Participates in data collection for quality assurance activities.
2. Identifies recurring practice problems in specialty areas and their impact on nursing care activities.

#### B. Research

1. Demonstrates knowledge of research findings relative to clinical specialty. Communicates research and quality assurance findings to peers.
2. Participates in interpreting data from quality assurance studies that are relevant to the clinical specialty.
3. Contributes to the development or implementation of methods to improve quality care in areas identified as deficient by quality assurance studies.

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

### JOB REQUIREMENTS

Education	Minimum	
	Preferred	Bachelor of Science-Nursing degree (BSN)
Work Experience	Minimum	Six (6) months of relevant clinical experience
	Preferred	
Licenses & Certifications	Minimum	Registration as a professional nurse in the State of Wisconsin CPR certification
	Preferred	

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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>• Experience in teaching patients and families</li> <li>• Excellent communication skills</li> <li>• Ability to effectively delegate and supervise the work of other nursing team members</li> </ul>
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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)	<b>X</b>	Adolescent (13 – 19 years)
	Toddlers (1 – 3 years)	<b>X</b>	Young Adult (20 – 40 years)
	Preschool (4 – 5 years)	<b>X</b>	Middle Adult (41 – 65 years)
	School Age (6 – 12 years)	<b>X</b>	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
<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>
<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
<b>X</b>	<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>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>
<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.