

## UW HEALTH JOB DESCRIPTION

### RN - PACU

Job Code: 800009	FLSA Status: Non-Exempt	Mgt. Approval: Rudy Jackson	Date: July 2022
Department: Perioperative Services		HR Approval: Jenny Derks	Date: July 2022

### JOB SUMMARY

The Registered Nurse – PACU is a professional nurse position involving the performance of direct and indirect care with patients whose condition requires an intensive degree of nursing skills. The RN – PACU is responsible for independent peri-anesthetic management of a complex, varied surgical and procedural population. The Registered Nurse provides comprehensive care for surgical patients who may also have underlying medical and emotional problems. With advanced decision making, he/she must make skilled and advanced assessments and act in a preventive measure in order to assimilate patient needs, establish priorities, and minimize complication.

The Registered Nurse cares for a varied caseload of surgical patients, making advanced assessments of the patient's physical and psychosocial needs. He/she systematically and continuously collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic care for the patient and/or family. The incumbent is skilled in assessment related to peri-anesthetic care which includes respiratory, pain management, and patient education. The Registered Nurse performs under the general supervision of a Nurse Manager.

### MAJOR RESPONSIBILITIES

#### Clinical Practice/Quality of Care

- Establishes an in-depth database by assessing the behavioral and physical status of a variety of pre-surgical patient populations, utilizing interview, observation, and physical examination. Interprets overt and subtle data to determine physiologic or psychosocial risk.
- Evaluates patient's responses to care based on the effectiveness of nursing interventions in relation to established outcomes and consults with the medical staff, Care Team Lead, and/or Nursing Supervisor. Recommends changes to the plan of care based on observed variances.
- Integrates nursing interventions into the multidisciplinary plan of care, incorporating appropriate standards of care and practice.
- Identifies learning needs with patients and families and teaches by adapting standard information to provide individualized and comprehensive learning.
- Incorporates discharge/home care planning into the multidisciplinary plan of care.

#### Collaboration

- Develops a therapeutic relationship by establishing trust and enabling the patient and/or family to verbalize the requirements for care comfortably.
- Applies UW Health policy on Advanced Directives.
- Supports and enhances the patient's responsibility and self-determination in decision making concerning health, treatment, and wellbeing.
- Evaluates effectiveness of teaching interventions and the patient/family's level of understanding.

#### Resource Utilization

- Effectively utilizes technology to support practice and efficiencies in care delivery. Identifies opportunities and participates in evaluations designed to measure the impact of new products and technology on patient outcomes or enhancements to the care delivery process.
- Plans interventions and evaluates patient response based on expected outcomes identified on the critical pathway or multidisciplinary plan of care.
- Demonstrates awareness of the need to eliminate duplication of patient care services across the care continuum.

#### Education

- Assumes responsibility for the professional development of self, other nursing staff, and students.
- Serves as a preceptor, working directly with new employees to ensure the accomplishment of the planned orientation.
- Assists in the orientation, instruction, direction, and evaluation of students assigned to the unit/clinic.

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<p><b>Research</b></p> <ul style="list-style-type: none"> <li>Identifies recurring clinical practice issues and contributes to the development of corrective action plans.</li> <li>Incorporates changes in practice to reflect new advances which ensure effectiveness of interventions.</li> </ul> <p style="text-align: center;"><b>ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.</b></p>
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### JOB REQUIREMENTS

Education	Minimum	
	Preferred	Bachelor of Science – Nursing (BSN)
Work Experience	Minimum	<ul style="list-style-type: none"> <li>Six (6) months of current independent PACU, Emergency Department, Surgical Critical Care, Surgical ICU, or Surgical IMC experience <b>or</b></li> <li>Six (6) months of surgical general care experience with adult populations <b>or</b> six (6) months of recent inpatient pediatric experience if working within AFCH Pre/Post/PACU</li> <li>Six (6) months of current independent medical general care with previous PACU experience</li> </ul>
	Preferred	Two (2) or more years of current independent PACU, Emergency Department, Surgical Critical Care, Surgical ICU, or Surgical IMC experience
Licenses & Certifications	Minimum	Refer to license and certification table below
	Preferred	
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 effectively delegate and supervise the work of other nursing team members.</li> <li>Good customer relation skills</li> <li>Ability to function as a team member</li> <li>On-call required. Call response time of 60 minutes (60 minutes from time of phone call to dressed in scrubs and reporting to charge nurse)</li> </ul>

### 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
<p><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.</p>	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>

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	<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
X	<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>
	<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:				

<b>Licenses and Certifications</b>		
RN	Job Code	License/Certifications
RN – PACU (UH)	800009A	<ul style="list-style-type: none"> <li>• Registered Nurse</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>
RN – PACU (AFCH)	800009B	<ul style="list-style-type: none"> <li>• Registered Nurse</li> <li>• Basic Life Support/CPR</li> <li>• Pediatric Advanced Life Support (PALS) or ability to obtain within six (6) months of hire</li> </ul>

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.