UW HEALTH JOB DESCRIPTION

RN - PACU

<table>
<thead>
<tr>
<th>Job Code: 800009</th>
<th>FLSA Status: Non Exempt</th>
<th>Mgt. Approval: C Allen</th>
<th>Date: 8-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department: 7801 Inpatient PACU/Recovery Room</td>
<td>HR Approval: CMW</td>
<td>Date: 8-17</td>
<td></td>
</tr>
</tbody>
</table>

**JOB SUMMARY**

The Registered Nurse independently makes assessments and provides care with assigned patients in the Inpatient and Outpatient Post Anesthesia Care Unit’s. In addition, nurses at this level will provide leadership and act as a clinical resource for other unit staff. Staff, patient, and self educational needs are identified and input into the development of resources to meet these needs is expected. The RN will identify Post Anesthesia Care Unit quality assurance or standard of care needs and conduct assigned portions of these projects/programs. This nurse is under the general supervision of the Post Anesthesia Care Unit nurse manager. This individual possesses knowledge and skills required to effectively care with patients in all age groups adolescent, adult, geriatric).

**MAJOR RESPONSIBILITIES**

The incumbent performs the following job responsibilities:

I. **Clinical**
   A. **Assessment** (Problem Solving)
      1. Establishes an in depth database by assessing the behavioral and physiologic status of the post anesthesia patient population, utilizing interview, observation, and physical exam and other available information.
      2. Selects relevant areas for patient assessment so as to efficiently collect data.
      3. Utilizes resources to complete assessments with patients that have unfamiliar or complex problems.
      4. Interprets overt and subtle data to determine patient currently at physiologic or psychosocial risk.
   B. **Planning** (Problem Solving)
      1. Develops, modifies and integrates the patient’s plan of care which incorporates the medical plan of care and key elements from the plans of other disciplines and standards of care and practice.
      2. Establishes individualized patient goals in consultation with the patient, anesthesiologist, and health care team.
      3. Incorporates continuity of care planning on an ongoing basis. Uses existing resources to problem solve.
      4. Plans patient care to facilitate discharge in a timely manner.
      5. Communicates and coordinates patient needs with post-operative patient care area. Provides unit with verbal report at time of discharge.
   C. **Implementation** (Problem Solving)
      1. Implements safe, competent and efficient patient care within policies, procedures and standards to post anesthesia patients regardless of complexity.
      2. Sets priorities adapting to changing patient and PACU situations.
      3. Assumes responsibility for effectively managing nursing care of individual patients as a primary nurse or associate primary nurse.
      4. Utilizes resources to initiate/complete the nursing process for patients with new or unfamiliar problems.
      5. In response to general information/data indicating urgent and/or emergent risk to patient, initiates action to reduce or correct the risk.
      6. Recognizes potential problems and sets priorities according to change in patient status and unusual occurrences.
      7. Initiates interdisciplinary collaboration related to the care of patients in the immediate post anesthesia period.
      8. Responds to fluctuating patient census in either PACU as a collaborative team member.
      9. Documents components of the nursing process to reflect a comprehensive and integrated approach to nursing care.
     10. Documents information which leads to insights or the solutions of unusual patient problems.
   D. **Evaluation** (Problem Solving)
      1. Evaluates and records patients’ responses to care based on effectiveness of nursing interventions in relationship to established goals.
      2. Initiates changes in interdisciplinary care plan based on this evaluation. Problem solves with anesthesiologist to improve patient outcomes.

II. **Leadership**
   A. **Contributes to and supports the effective management of the unit.** (Collaboration)
      1. Makes sound judgments in decisions involved in coordinating multiple, increasingly complex patient care demands in the Post Anesthesia Care Unit’s.
2. Supervises delegated care based on abilities of nursing personnel and patient acuity. Sets priorities and makes adjustments in assignments as needed.

3. Plans, directs and evaluates unit activities as a senior team member or charge nurse during an assigned shift.

4. Identifies, documents and assists in the resolution of patient, practice and system problems.

5. Participates in and facilitates the change process to enable continued investigation, growth and improvement in patient care, practice and system in the PACU’s.

6. Demonstrates cost control in all nursing practice activities in the PACU’s.

B. Works effectively with interdisciplinary professional and support personnel who provide patient care services. (Customer Service)

1. Displays professional attitudes and behaviors (e.g. trust, respect, honesty and caring).

2. Effectively communicates with patients, professionals, supportive personnel and others.

3. Initiates basic approaches in recognizing peers and contributions of others to high quality care.


5. Participates and supports others in group decision making. Offers feedback in a spirit of helpfulness and respect for peers.

C. Assumes responsibility for the professional development of self and other nursing staff. (Initiative)

1. Evaluates own performance and that of peers and other nursing staff in relation to standards.

2. Develops an awareness of elements in own performance needing further development and seeks opportunities to improve.

3. Serves as a role model and resource for other nursing personnel regarding direct patient care.

D. Participates in the Professional Nursing Organization of UWHC. (Professionalism)

1. Articulates commitments to Department of Nursing, Surgical Services, and UWHC philosophy.

2. Participates in the development and achievement of PACU goals.

3. Participates in committees/meetings as delegated or appointed in PACU and Surgical Services Department.

III. Education

A. Self (Initiative)

1. Assumes responsibility for meeting own learning needs using formal and informal resources by pursing professional education and inservice programs.

2. Identifies and communicates educational needs.

3. Seeks supervision of performance when appropriate.

4. Reads current literature applicable to care of patients in the Post Anesthesia Care Unit’s and shares information with peers.

5. Shares knowledge gained through participation in continuing education activities.

B. Peers (Initiative)

1. Assists in creating a positive climate conducive to learning.

2. Serves as a preceptor to Registered Nurses.

3. Works directly with new employees to see that planned orientation to the PACU’s is carried out.

4. Acts as a resource person for other nursing personnel in the post anesthesia on clinical problems.

5. Assesses unit wide learning needs and participates in planning to meet these needs by teaching peers and others.

C. Students (Initiative)

1. Contributes to the learning experiences of students in cooperation with the instructor and other staff.

2. Assists in orientation, instruction, direction and evaluation of students assigned to the units.

3. Provides feedback to instructor regarding student clinical performance. Identifies learning experiences and informs students and faculty of opportunities.

4. Functions as a positive role model for professional nursing students.

IV. Quality Improvement/Research

A. Participates in quality assurance activities for continuous improvement in the quality of patient care.

B. Participates in data collection for quality improvement activities.
C. Identifies recurring practice problems in the PACU's and their impact on nursing care activities. Contributes to development of specific plans to address identified nursing practice.

D. Is informed of results of quality improvement studies in the PACU's.

E. Demonstrates knowledge of research findings related to post anesthesia care. Reads reports of research studies and contributes to discussions about their relevance to post anesthesia care.

V. **Values**

A. Integrates personal values with UWHC Mission and Nursing Vision and Aspiration Statements.
   1. Verbalizes own values and how they may impact on practice.
   2. Demonstrates flexibility and adaptability to changes.

B. Demonstrates sensitivity to the values of self and others, respecting the dignity and individuality of every person.
   1. Involves patient/family in plan of care, incorporating their belief systems.
   2. Demonstrates trust, respect, honesty, and caring attitudes with patients/families and other members of the health care team.
   3. Provides unconditional positive regard for patients and families (i.e. does not respond to patient/family behavior, situation, or status in a penalizing manner).
   4. Follows peers' plan of care or modifies as condition warrants.

C. Accountable for personal actions in advocating for patients/families, nursing, and the health care environment.
   1. Preserves privacy and dignity of patients.
   4. Advocates for patient in discussions with other health care workers and/or significant others.
   5. Recognizes value conflicts with other nurses' practices and resolves them in a constructive manner.
   6. Seeks available resources to help with troublesome ethical issues (e.g. Care Team Leader, Senior Team Member, charge nurse, nursing supervisor, a member of Pastoral Care, Central Nursing Ethics Committee, and/or UWHC Ethics Committee).

D. Participates in activities designed to broaden ethical decision-making skills.
   1. Participates in Nursing Ethics Committee, attends Ethics Form presentations, and/or attends inservices/conferences (patient care or other) with ethical pieces or hospital-sponsored educational offerings with ethics modules.
   2. Reads relevant articles.

VI. **Communication**

A. Identifies personal strengths and areas for an improvement as a communicator.

B. Communicates effectively in written and oral mode.
   1. Uses approved abbreviations, professional language and language skills, (grammar, spelling, format) in written and spoken communication.
   2. Reads or views on-line documentation, (eg. preop patient assessment, patient admission form, critical pathways, and progress notes) in a timely manner.
   3. Incorporates humor as appropriate.
   4. Adapts speaking style to the current situation.

C. Provides honest, direct, and respectful communication to peers, colleagues, patients, and families.
   1. Oral communication with patient, families, and members of the health care team is clear, concise, professional, tactful, therapeutic, and appropriate to the situation.

D. Gives appropriate feedback and remains open to feedback from others.
   1. Appropriately accepts constructive feedback.
E. Recognizes and demonstrates congruence between verbal and non-verbal behavior.
   1. Body language, facial expression, and tone of voice are congruent with verbal message and appropriate to the situation.
   2. Recognizes and accurately interprets the non-verbal behaviors, (eg. eye contact, facial expression, gestures, posture, and amount of space put between self and another) of others.

F. Demonstrates effective listening behavior.
   1. Examples of active listening skills are: attentive facial expression; a comfortable amount of eye contact with speaker; non-threatening, natural gestures; open posture; comfortable distance between self and another; and uses reflection, paraphrasing, clarifying, and perception checking as appropriate.
   2. Allows patient and/or family members to set own pace and take the lead in talking about their feelings and concerns.
   3. Validates patient/family observations.

G. Demonstrates basic use of computers as appropriate to practice.
   1. Is open to learning new computer skills/applications, as needed.

H. Resolves conflict situations using theoretical frameworks and established lines of communication.
   1. Uses one-on-one communication in initial attempts at conflict resolution.
   2. Uses appropriate resources (eg. Nursing Supervisor, Assistant Director) to assist with difficult conflicts.

I. Documents appropriately.
   1. Documents data for patients to assure continuity of care.
   2. Documents information which leads to insights or solutions of usual patient problems, including information about the response to and the outcome of care provided.
   3. Completes occurrence screens appropriately.

J. Reports identified patient related problems using the appropriate supervisor channels and processes.
   1. Reports identified patient related problems using the appropriate supervisory channels and processes.

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

<table>
<thead>
<tr>
<th>JOB REQUIREMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>Work Experience</strong></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
| **Licenses & Certifications** | Minimum | • Registration as a professional nurse in the State of Wisconsin  
• CPR certification.  
• ACLS certification for Registered Nurses  |
|                  | Preferred |  |
| **Required Skills, Knowledge, and Abilities** | • Knowledge regarding quality improvement and standards of care within practice area.  
• Excellent communication skills. Ability to effectively delegate and supervise the work of other nursing team members.  
• Good customer relation skills.  
• Ability to function as a team member.  
• On-call required. Call response time of 60 minutes (60 minutes from phone call, dressed in scrubs and reporting to charge nurse.) |
**UW HEALTH JOB DESCRIPTION**

**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) | x | 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.

<table>
<thead>
<tr>
<th>Physical Demand Level</th>
<th>Occasional</th>
<th>Frequent</th>
<th>Constant</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sedentary:</strong> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, 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.</td>
<td>Up to 10#</td>
<td>Negligible</td>
<td>Negligible</td>
</tr>
</tbody>
</table>

**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.

| 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# |

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.