

UW HEALTH JOB DESCRIPTION

RN – TRANS/INFUSION

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| Job Code: 800050 | FLSA Status: Non-Exempt | Mgt. Approval: Rudy Jackson | Date: July 2022 |
| Department: Nursing – Transfusion/Infusion | | HR Approval: Jenny Derks | Date: July 2022 |

JOB SUMMARY

The Registered Nurse (RN) systematically and continuously collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic care for the patient and/or family. This position 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. The RN is an active member of the multidisciplinary team and collaborates in the development, execution, and evaluation of the multidisciplinary plan of care or critical pathway. The RN considers factors related to safety, effectiveness, and cost in planning and delivering care. The RN's decisions and actions on behalf of patients are determined in an ethical manner.

The Registered Nurse establishes goals and strategies for meeting the discharge or continuing care needs of the patient, family, and/or other care provider. The RN provides care in collaboration with other nursing staff members and delegates and supervises care in accordance with nurse practice acts and the professional nursing role.

The Registered Nurse utilizes research findings in his/her practice. This position demonstrates knowledge of and participates in Improving Organizational Performance activities. The RN acquires and maintains knowledge in nursing practice and assumes responsibility for the professional development of self, other nursing staff, and students.

This position involves the assessment of the adult patient's health status prior to infusion or transfusion, administration of medications, chemotherapy, and transfusion per provider order, placement and maintenance of venous access devices, monitoring of vital signs, and response to emergency situations.

This position involves the Registered Nurse to independently perform apheresis procedures and stem cell collection on adult and pediatric patients per provider order.

MAJOR RESPONSIBILITIES

Clinical Practice/Quality of Care

The Registered Nurse systematically and continuously collects and assesses data in collaboration with the multidisciplinary team to provide therapeutic care for the patient and family.

- A. Establishes an in-depth database by assessing the behavioral and physiologic status of the patient utilizing interview, observation, physical examination, and other available data.
- B. Integrates nursing interventions into the multidisciplinary plan of care, incorporating appropriate standards of care and practice and patient outcomes.
- C. Incorporates discharge/home care planning into the multidisciplinary plan of care on an ongoing basis.
- D. Implements safe, competent, and efficient patient care within policies, procedures and standards, and interventions as noted on the multidisciplinary plan of care.
- E. Sets priorities, adapting to changing patient and unit/clinic situations. Initiates action to reduce or correct risk in response to data indicating urgent and/or emergent risk to patient.
- F. Evaluates patient's responses to care based on the effectiveness of nursing interventions/actions in relationship to established outcomes and consults with members of the multidisciplinary team regarding clinical variances and recommended changes to the plan of care.
- G. Identifies learning needs of patients/families and teaches by adapting standard information to provide individualized and comprehensive teaching-learning. Utilizes the resources of the Teaching-Learning Center as appropriate to meet identified patient, family, and/or caregiver needs.

Resource Utilization

The Registered Nurse considers factors related to safety, effectiveness, and cost in planning and delivering care. He/she demonstrates knowledge of the UW Health healthcare delivery system as multidisciplinary and multifaceted with a variety of entry and access points along the care continuum.

- A. Incorporates standards of practice and clinical practice protocols in order to maximize clinical effectiveness.
- B. Acts to facilitate cost control in use of material and human resources.
- C. Effectively utilizes technology to support practice and efficiencies in care delivery.

UW HEALTH JOB DESCRIPTION

Collaboration

The Registered Nurse collaborates with the patient, significant others, and health care providers in providing patient care. He/she delegates and supervises care in accordance with nurse practice acts and the professional nursing role.

- A. Collaborates with Clinical Nurse Manager, Care Team Leader, and other healthcare team members in the provision of patient care.
- B. Initiates steps to support and enhance the patient's responsibility and self-determination in decision-making concerning health, treatment, and well-being.
- C. Involves the individual patient/family in identification of requirements/perceptions of learning needs and preparation to assume self-care on discharge.
- D. Participates in unit/clinic and/or departmental shared governance structure in order to improve care.

Research

The Registered Nurse uses research findings in practice.

- A. Identifies recurring clinical practice issues and contributes to the development of specific plans to address identified issues.
- B. Demonstrates knowledge of research findings related to apheresis and infusion nursing.
- C. Participates in activities that support the advancement of nursing practice through literature, professional organizations, research, committee participations, etc. Consistently uses new knowledge, technology, and research in practice.

Education

The Registered Nurse acquires and maintains current knowledge in nursing practice and assumes responsibility of the professional development of self, other nursing staff, and students.

- A. Evaluates own performance and that of peers and other nursing staff in relation to standards.
- B. Contributes to the learning experiences of students in cooperation with the instructor and other staff.

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

JOB REQUIREMENTS

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| Education | Minimum | |
| | Preferred | Bachelor of Science-Nursing (BSN) |
| Work Experience | Minimum | Six (6) months of relevant clinical experience |
| | Preferred | Recent oncology experience |
| Licenses & Certifications | Minimum | Registration as a professional nurse in the state of Wisconsin CPR certification |
| | Preferred | Chemotherapy certification |
| Required Skills, Knowledge, and Abilities | | <ul style="list-style-type: none"> • Knowledge regarding quality improvement and standards of care within practice area • Experience in teaching patients and families • Excellent communication skills. Ability to effectively delegate and supervise the work of other nursing team members. |

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 type="checkbox"/> | Infants (Birth – 11 months) | <input checked="" type="checkbox"/> | Adolescent (13 – 19 years) |
| <input type="checkbox"/> | Toddlers (1 – 3 years) | <input checked="" type="checkbox"/> | Young Adult (20 – 40 years) |
| <input type="checkbox"/> | Preschool (4 – 5 years) | <input checked="" type="checkbox"/> | Middle Adult (41 – 65 years) |
| <input 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.

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UW HEALTH JOB DESCRIPTION

| PHYSICAL REQUIREMENTS | | | |
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| 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 |
| Sedentary: 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. | 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: | | | |

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.