

UW HEALTH JOB DESCRIPTION

Student Nurse Assistant

Job Code: 540047	FLSA Status: Non-Exempt	Mgt. Approval: T. Abitz	Date: March 2023
Department: Various		HR Approval: Contact HR BP Regarding PD Changes	Date: March 2023

JOB SUMMARY

The Student Nurse Assistant (SNA) is a current student of an accredited School of Nursing program. The SNA performs the same duties as the Nursing Assistant.

The individual in this position is expected to perform basic care and comfort standards and have knowledge of the patient population needs in the assigned work area. In addition, the SNA is expected to assist the Registered Nurse (RN) in the care of acutely ill patients. This individual is expected to practice medical asepsis, respect the dignity and privacy of every patient and family, and to respect cultural differences during patient care. They are expected to know and adhere to all basic policies and procedures and respond appropriately during emergency situations. They are expected to maintain the patient/family environment, perform general unit upkeep, order and maintain unit equipment, and order supplies as needed, with or without direct supervision. The SNA is expected to use accurate verbal and written communication and to document patient care appropriately in the electronic health record.

The SNA works under the general supervision of the RN when caring for patients in stable condition and will work under the direct supervision of the RN in the care of the acutely ill and/or complex patient. The SNA receives specific verbal and written work assignments from the RN and/or Care Team Leader (CTL). The SNA is expected to work efficiently by completing the work within the scheduled time.

In addition to clinical responsibilities, the SNA is expected to perform a variety of duties related to coordination of activity on the inpatient unit. This includes activities related to patient admissions, discharges, and transfers, computer data entry, and other duties of a clerical nature. In this role, the SNA works under the general supervision of the Manager, with guidance provided by the CTL (if applicable).

UW Health employed SNAs who have graduated and accepted a position as a new graduate/Nurse Resident must start in the UW Health Nurse Residency Program within six (6) months of their nursing program graduation date. SNAs who will not participate in the UW Health Nurse Residency program will not be permitted to continue in the SNA role longer than one (1) month after graduation.

MAJOR RESPONSIBILITIES

Clinical/Technical Skills

- A. Communicates with patient, family members, visitors, and members of the health care team in a respectful manner
- B. Assists with hygiene based on the level of assistance the patient requires
- C. Assists with meeting the elimination needs of the patient
- D. Assists in providing for nutritional needs of the patient
- E. Assists with ambulation and range of motion
- F. Follows safe patient handling guidelines and demonstrates proper use of safe patient handling equipment
- G. Provides for and demonstrates use of measures and equipment to promote patient comfort
- H. Accurately performs and documents vital signs
- I. Uses equipment properly in the provision of patient care, including proper cleaning
- J. Uses standard fall precautions and high fall risk precautions
- K. Participates in intentional rounding according to unit standards
- L. Documents care provided and care declined in the electronic health record
- M. Regularly communicates with the RN regarding patient care assignment, patient observations, and tasks and responsibilities assigned
- N. Collects, tests, and labels specimens in accordance with established procedures, including using two patient identifiers and labeling specimens in the presence of the patient
- O. As applicable to department operations, maintains competency and performs ECG's on patients as delegated

Environment of Care

- A. Proactively organizes, cleans, and stocks the work area, equipment, and supplies in order to provide a clean, safe

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environment for the patients, families, staff, and visitors

- B. Cleans the patient's immediate surroundings, including bed, bedside stand, table, and equipment being used by the patient, according to established procedure and routine
- C. Cleans general nursing unit equipment such as glucose monitoring machines, wheelchairs, stretchers, cardiac chairs, lifts, and IV poles according to established procedure
- D. Checks, reports, and removes defective equipment from usage. Follows established processes for reporting defective equipment.
- E. Transports equipment and supplies to and from other areas within the facility as requested by RN and/or other staff members

Initiative/Quality

- A. Maintains job related skills and knowledge and recognizes need for continuing development
 - 1. Attends pertinent in-service programs
 - 2. Requests and uses job-related guidance/assistance from leadership
 - 3. Contributes to in-service programs and staff huddles/meetings
- B. Committed to and performs quality work contributing to quality patient care
- C. Assumes responsibility and accountability for actions
- D. Works independently and assumes a self-directed work effort when applicable
- E. Ensures quality control checks are completed as assigned (e.g. glucose monitors)
- F. Follows established patient care, safety, and emergency policies and procedures in daily practice and in emergency situations policies and procedures

Customer Service/Teamwork

- A. Participates as a member of the nursing team, sharing mutual goals and a common mission
- B. Maintains patient privacy and confidentiality
- C. Exhibits good organizational, analytical, and communication skills
- D. Professionally and positively interacts with patients, families, staff, and visitors
- E. Performs and completes work in an accurate and timely manner
- F. Maintains accurate records
- G. Demonstrates trust, respect, honesty, and caring attitudes with patient/families and other members of the health care team.

Other Duties as Assigned

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

JOB REQUIREMENTS

Education	Minimum	Current enrollment in an accredited Nursing program (Associate or Bachelor of Science) and successful completion of the program's hands-on entry-level clinical course
	Preferred	
Work Experience	Minimum	
	Preferred	
Licenses & Certifications	Minimum	Current CPR/BLS certification
	Preferred	
Required Skills, Knowledge, and Abilities		<ol style="list-style-type: none"> 1. Possesses knowledge of the principles of growth and development for the appropriate agegroup(s). 2. Demonstrates the ability to assess data reflective of the patient's status in relation to the appropriate age group(s). 3. Demonstrates the ability to interpret relevant information needed to identify each patient's nursing care requirements relative to their age specific needs. 4. Demonstrates the ability to provide nursing care relative to the patient's age specific needs. 5. Knowledge of and ability to perform Nursing Assistant functions. 6. Knowledge of and ability to read and document information in patient chart. 7. Knowledge of Universal Precaution techniques and ability to

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	<p>incorporate Universalprecaution techniques while providing patient care.</p> <p>8. Knowledge of safety measures used during provision of patient care.</p> <p>9. Knowledge of and ability to practice aseptic technique.</p> <p>10. Knowledge of patient rights and confidentiality requirements.</p> <p>11. Ability to communicate effectively with patients, family members, visitors, and co-workers.</p> <p>12. Knowledge of current theory and practice of nursing applicable to basic care provided bynursing assistants in non-complex or complex situations.</p>
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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,

X	Infants (Birth – 11 months)	X	Adolescent (13 – 19 years)
X	Toddlers (1 – 3 years)	X	Young Adult (20 – 40 years)
X	Preschool (4 – 5 years)	X	Middle Adult (41 – 65 years)
X	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.*

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#
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.