

**WEST PARK HOSPITAL DISTRICT
JOB DESCRIPTION**

JOB TITLE: Staff RN - Med-Surg/Rehab

JOB GRADE: 24 Exception

SUPERVISOR: Designated Nurse Manager

JOB SUMMARY: Administer nursing care to patients in an efficient, safe, and courteous manner using proper nursing procedures. The staff member must be able to demonstrate the knowledge and skills necessary to provide care appropriate to the age of the patients served on his or her assigned unit. The individual must demonstrate knowledge of the principles of growth and development over the life span and possess the ability to assess data reflective of the patient's status and interpret the appropriate information needed to identify each patient's requirements relative to his or her age-specific needs, and to provide the care needed as described in the unit's/area's/department's policies and procedures.

AGES SPECIFIC TO MED-SURG/REHAB:

Newborn-	Birth through 1 month	Adolescent/Teenager-	13 years through 17 years
Infant-	1 month through 1 year	Young Adult-	18 years through 34 years
Toddler-	2 years through 3 years	Middle Adult-	35 years through 50 years
Preschool-	4 years through 5 years	Mature Adult-	51 years through 69 years
School Age-	6 years through 12 years	Geriatric Adult-	70 years +

CULTURE/RELIGIOUS ASPECTS: Employee will care for patients of all cultural and religious backgrounds. In view of the seasonal influx of people from all over the world, be prepared to care for patients of diverse cultural and/or religious backgrounds.

ETHICS AND COMPLIANCE: Employee performs within the prescribed limits of the hospitals/departments Ethics and Compliance Program. Is responsible to detect, observe and report compliance variances to their immediate supervisor, or upward through the chain of command, the Compliance officer or hospital hotline.

ESSENTIAL FUNCTIONS:

1. Performs delivery of nursing care via the nursing process: Assessment (collection of data), problem identification (nursing diagnosis), planning, nursing interventions and evaluation and updating of planning.
2. Practices within Nursing Standards of Practice and follow standards of patient care & WPH Policies and Procedures.
3. Initiates a patient plan of care on admission and revise as needed based on patient care standards.
4. Assists patient, physician and peers in determining long and short-range goals for patient and formulating a plan to work toward those goals.
5. Carries out medical and nursing treatment in a timely and accurate manner.
6. Maintains a knowledge of the patient's status during hospitalization and work with health care team to adjust and improve approach to recovery.

7. Assists ICU RN with telemetry monitoring and maintains a knowledge of basic arrhythmia interpretation.
8. Supervises LPN's and non-professional staff in delivery of care to assigned patients. Make work assignments, assists with priority setting, acts as a resource personal for less experienced staff.
9. Exhibits cooperation and a positive attitude toward other hospital departments.
10. Follows procedures to assure that supply and medication stocks are rotated and replaced as used.
11. Documents medications and nursing care in a timely and accurate manner.
12. Assures that consents are obtained when needed, and that all records are signed and legally complete.
13. Completes incident and error forms when appropriate.
14. Assists physicians in care of the patients. Makes rounds, assists with procedures, provides progress reports on patient status, and assures that orders are carried out.
15. Follows procedure for medication administration and narcotics control.
16. Assumes professional responsibility for assuring patient care is of the highest standards possible. Communicates questions about appropriateness of medical or nursing care through chain of command, as needed.
17. Participates in inservice programs as both student and teacher. Takes primary responsibility for keeping own knowledge and skills current.
18. Works with other departments in coordinating smooth transfer of patients for procedures or diagnostic test.
19. Participates in monthly departmental meetings and resuscitation drills.
20. Assists in peer and staff evaluations when requested.
21. Adheres to standards of safety and infection control in delivery of patient care.
22. Assists nursing staff in other departments as requested and qualified when need arises.
23. Attends 24 hours of inservice education on a yearly basis.
24. Maintains a current yearly CPR status.
25. Maintains confidentiality.
26. Attends departmental and hospital meetings and educational inservices.
27. Maintains a positive attitude toward co-workers, patients and visitors.
28. Performs other duties as assigned.

EDUCATION: Graduate of an accredited school of nursing with current Wyoming licensure as a Registered Professional nurse.

EXPERIENCE: Experience in medical/surgical and pediatrics nursing or a recent graduate of an accredited school of nursing or has recently completed an accredited refresher program.

SKILLS: Knowledge of medical/surgical nursing principles. Knowledge of aseptic technique and infection control principles. Able to perform effectively in highly stressful situations. Must be well motivated, organized and able to prioritize multiple tasks. Must be able to interact effectively with a wide variety of people. Excellent communication skills. Able to serve as an example to other employees.

WORKING CONDITIONS: Works in a clean, well-lighted, heated and air conditioned area. Exposure to unpleasant sights, smells and infectious diseases possible. Work schedule is usually 72 hours every two weeks. May need to work overtime as need arises. Holiday and weekend work at times.

PHYSICAL DEMANDS: Extensive standing, sitting, walking, heavy lifting.

My job requires that I lift:

	NEVER	OCCASIONALLY	FREQUENTLY	CONTINUOUSLY
A. Up to 10 lbs.			X	
B. 11 - 24 lbs.			X	
C. 25 - 34 lbs.			X	
D. 35 - 50 lbs.			X	
E. 51 - 74 lbs.		X		
F. 75 - 100 lbs.		X		
G. Above 100 lbs. STATE WEIGHT		X		
H. STANDING			X	
I. WALKING			X	
J. SITTING			X	

Any lifting of 35# or more requires the use of an assistive device and/or physical assistance.

EXPOSURE CATEGORY 1

1. Tasks that involve exposure to blood, body fluids or tissues. This includes all procedures or job related tasks that involve inherent potential for mucous membrane or skin contact with blood, body fluids or tissues, or potential spills or splashes of them.
2. Tasks that do not involve exposure to blood, body fluids or tissue, but exposure may be required as a condition of employment. Appropriate protective measures are readily available to these employees when needed.
3. Tasks that involve NO exposure to blood, body fluids or tissue and Category I tasks are not a condition of employment.

AGREED TO:

Applicant/Employee Signature

Date

Department Head

Human Resources Office

Reviewed: 2/00, 2/04

Revised: 2/00