



## Registered Nurse JOB DESCRIPTION

Position Title:	Registered Nurse	Exemption Status:	Non-Exempt
Job Classification:		Job Code:	
Department:	Emergency Department		
Reports to:	Assistant Director of Patient Care		
Last Update:	August 29, 2012		

### Job Summary

Provide direct and indirect patient care in the emergency care setting. Provide care that reflects initiative, flexibility and responsibility indicative of professional expectation with a minimum of supervision. Demonstrate the ability to triage safely, rapidly and accurately, every patient that enters the emergency care system. Determine priorities of care based on physical and psychosocial needs, as well as factors influencing patient flow through the system. Communicate with Emergency Department physicians about changes in patient's status, symptomatology and results of diagnostic studies. Demonstrate ability to respond quickly and accurately to changes in condition or response to treatment.

### Essential Functions

- Promote the mission, vision, and values of the organization
- Provide direct patient care, evaluates outcomes, consults with other specialists as required and adjusts nursing care processes as indicated to ensure optimal patient care.
- Ability to perform a head-to-toe assessment on all patients and reassessments as per policy, including neonatal, pediatric, adolescent and geriatric patients and the general patient population.
- Assess, plan, implement and educate patient/family on appropriate pain management.
- Ability to monitor hemodynamic status of patient and correctly interpret the results.
- Demonstrate knowledge of cardiac monitoring, identifies dysrhythmias and treats appropriately.
- Accurately assign triage categories.
- Maintain accurate and continued nursing documentation including patient histories, conditions, treatments, responses, pain management and assessment of changes.
- Treat patients and their families with respect and dignity.
- Identify and address psychosocial, cultural, ethnic and religious/spiritual needs of patients and family.
- Function as liaison between administration, patients, physicians and other healthcare providers.
- Demonstrate knowledge of the principles of growth and development over the life span and the skills necessary to provide age appropriate care to the patients served.
- Demonstrate ability to interpret data about the patient's status in order to identify each patient's age specific needs and provide care needed by the patient group.
- Interact professionally with patient and family and involves patient and family in the formation of the plan of care.
- Formulate a teaching plan based on identified learning needs and evaluates effectiveness of learning; includes family in teaching, as appropriate.
- Maintain current knowledge of medications and their correct administration based on age of the patient and his/her clinical condition.
- Prepare, hang, monitor and discontinue IV fluids and blood/blood components.

- Maintain established departmental policies and procedures, objectives, performance improvement program, safety, environmental and infection control standards.
- Maintain a safe, comfortable and therapeutic environment for patients and families in accordance with Hospital standards.
- Ensure an adequate stock of supplies and proper functioning of equipment.
- Assist in cost containment through appropriate ordering and conserving of supplies and equipment.
- Cooperate with other personnel to achieve departmental objectives, maintain good employee relations and interdepartmental objectives.
- Demonstrate the ability to assist physicians with procedures in the Emergency Department.
- Lead one or more employees performing similar work; supervises temporary employees and employees who do not supervise; trains new employees; allocates and monitors work of others.
- Enhance professional growth and development through participation in educational programs, current literature, inservice meetings and workshops; shows responsibility for own professional practice and ongoing education.

### **Non-Essential Functions**

- Perform other duties as assigned

### **Professional Requirements**

- Adhere to dress code, appearance is neat and clean.
- Complete annual education requirements.
- Maintain patient confidentiality at all times.
- Report to work on time and as scheduled.
- Wear identification while on duty.
- Maintain regulatory requirements, including all state, federal and local regulations.
- Represent the organization in a positive and professional manner at all times.
- Comply with all organizational policies and standards regarding ethical business practices.
- Communicate the mission, ethics and goals of the organization.
- Participate in performance improvement and continuous quality improvement activities.
- Attend regular staff meetings and in-services.

### **Qualifications**

- Current registered nurse licensure in the state of New Mexico
- Basic Life Support (BLS) certification
- Advanced Cardiac Life Support (ACLS) certification
- Pediatric Advanced Life Support (PALS) certification

### **Knowledge, Skills, and Abilities**

- Knowledge of nursing services
- Strong organizational and interpersonal skills
- Ability to determine appropriate course of action in more complex situations
- Ability to work independently, exercise creativity, be attentive to detail, and maintain a positive attitude
- Ability to manage multiple and simultaneous responsibilities and to prioritize scheduling of work
- Ability to maintain confidentiality of all medical, financial, and legal information
- Ability to complete work assignments accurately and in a timely manner
- Ability to communicate effectively, both orally and in writing
- Ability to handle difficult situations involving patients, physicians, or others in a professional manner

### **Physical Requirements and Environmental Conditions**

- Working irregular hours including call hours
- Physically demanding, high-stress environment
- Exposure to blood and body fluids, communicable diseases, chemicals, radiation, and repetitive motions
- Pushing and pulling heavy objects
- Full range of body motion including handling and lifting patients
- Position requires light to moderate work with 50 pounds maximum weight to lift and carry.
- Position requires reaching, bending, stooping, and handling objects with hands and/or fingers, talking and/or hearing, and seeing.

### **General Sign-off**

The employee is expected to adhere to all agency policies and to act as a role model in adherence to agency policies.

*The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities.*

I have read, understood and had the opportunity to ask questions regarding this position description.

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**Employee's Signature**

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**Date**