

ALLIED SERVICES REGISTERED NURSE

GENERAL SUMMARY:

Under the direction of the Clinical Nurse Manager or Supervisor, the Registered Nurse coordinates all aspects of care for patients. The staff nurse coordinates this care while providing a therapeutic environment for patients and family development, which includes optimism, encouragement and praise for positive behavior and achievement of goals.

The Registered Nurse must be able to demonstrate the knowledge and skills necessary to provide care appropriate to the age of the patients served within the Nursing Department—adolescent through geriatric. The Registered Nurse must demonstrate knowledge of the principles of growth and development over the life span; possess the ability to assess data reflective of the patient's status; interpret the appropriate information needed to identify each patient's requirements relative to their age-specific needs; and to provide the care needed as described in the Nursing Department's policies and procedures.

Type of supervision exercised: Team Leader. Jobs reporting to this position: LPN, CNA/NA, Unit Secretaries, Transport Aides (relevant to patient care issues).

EDUCATION:

Graduate of an accredited Nursing Program required.
Bachelor's of Science Degree in Nursing or equivalent work experience preferred.

WORK EXPERIENCE:

New graduates are acceptable
One (1) to two (2) years nursing experience is preferred..

SPECIAL EMPLOYMENT REQUIREMENTS:

Possession of a current license as a Registered Nurse as issued by the Pennsylvania State Board of Nurse Examiners.
Ability to interact and communicate effectively both verbally and in writing required.
CPR certification must be obtained and maintained.
Must be cleared by PA State Police criminal history check and PA Department of Public Welfare Child Abuse Central Register (Childline).

PHYSICAL DEMANDS:

Medium work: duties require exerting 25-50 lbs. of force occasionally (approx. 10-33% of shift) and/or 10-25 lbs. of force frequently (approx. 33-66% of shift).
Position requires ability to transport self throughout facility.
Position involves bending, reaching, stooping, and lifting (occasionally in strained positions) throughout shift.

ACCIDENT OR HEALTH HAZARDS:

Occasional exposure to blood and body substances.
Exposure to needle sticks possible.

WORKING CONDITIONS:

Works in a well-lit and ventilated surroundings including clinic area, nurse's stations, patient rooms, treatment area, dining room, etc.

The below statements reflect the general duties considered necessary to describe the principle functions of the job as identified and shall not be considered as the detailed description of all the work requirements that may be inherent in the position.

CHARACTERISTIC DUTIES & RESPONSIBILITIES OF JOB:	
E = Essential Element	NE = Nonessential Element
25%	Responsible and accountable for direct patient care utilizing the nursing process to achieve individualized quality outcomes for patients. (E)
10%	Implements the plan of care by providing hands-on care as needed until the patient and family develop the necessary skills. (E)
6%	Provides direction and supervision for LPN, CNA/NA, Unit Secretaries and Transport Aides by utilizing problem-solving techniques in decision making, organizing, setting priorities, using time effectively and properly and delegating appropriately. (E)
6%	Assesses physical psychological, social/cultural and spiritual dimensions of the patient. (E)
6%	Provides for education activities and uses all appropriate resources in developing and implementing individualized teaching and discharge plan with patient and family. (E)
5%	Identifies patient/family teaching and discharge needs. (E)
5%	In conjunction with the LPN and CNA/NA, answers patient call lights promptly and whenever possible anticipates patient needs. (E)
5%	Accepts commitment to professional development by acting as a resource and role model for Nursing staff and students, and participating on Nursing Committees, and in other activities, such as professional organizations, which promote the improvement of patient care and the advancement of professional rehabilitation nursing. (E)
5%	Coordinates patient care activities in collaboration with other members of the interdisciplinary team to facilitate overall achievement of the goals of rehabilitation. (E)
3%	Plans patient care and develops goals in collaboration with the individual/family and interdisciplinary team. (E)
3%	Provides for exceptional customer service utilizing interpersonal communication skills and behavior management skills including positive reinforcement. (E)
3%	As a teacher, shares information and helps the patient develop skills necessary to move toward wellness on the illness-wellness continuum by facilitating independence and achievement. (E)
3%	As a teacher, prepares the patient/family for future self-management by facilitating patient movement from passive role to active partnership role and eventual personal self-care expert role. (E)
3%	In addition to teaching nursing techniques, reinforces teaching done by other health care disciplines. (E)
3%	Assumes responsibility as a self-directed professional for ongoing education based on individual identified needs. (E)
2%	Encourages and environment that supports orientation of new employees, as well as Nursing and Allied Health Students as they learn nursing skills. (E)
2%	Assumes accountability for remaining current regarding standards of care established by the profession. (E)

2% Participates in the development of and ongoing efforts of the Nursing Department's quality improvement programs. (E)
2% Supports activities that prevent disability and chronic illness. Recognizes that ultimate rehabilitation potential is dependent upon the interaction of the patient, rehabilitation team and the environment. (E)
1% Participates in the economical utilization of supplies and ensures that equipment is maintained in a clean and safe manner/environment. (NE)
