



JOB DESCRIPTION

TITLE: Staff Nurse II/Staff Nurse III
DEPARTMENT: The Birth Place
REPORTS TO: Director - The Birth Place
FLSA: Non-Exempt

SUMMARY OF JOB:

To provide critical care assessment, intervention and care, including emotional support, to the patients, and their families, who seek care at The Birth Place. Uses critical thinking and decision making skills to care for patients. Works collaboratively with physicians, clerks, students, other health care providers and co-workers. Acts as Charge Nurse, when appropriate. Assists with department related duties; such as cleaning, stocking and organization.

RESPONSIBILITIES:

Colorado West Healthcare System expects job performance to be consistent with its mission and believes that each Employee contributes to improve performance by continuously searching for ways to increase efficiencies and enhance fiscal performance and viability.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

(The following statements are illustrative of the essential functions of the job and do not include other non-essential or marginal duties that may be required. Community Hospital reserves the right to modify or change the duties or essential functions of this job at any time. All responsibilities may not be performed by all incumbents.)

1. The Registered Nurse will provide general patient care by:
 - a. Reviewing the patient's chart becoming familiar with the orders for the patient to provide initial and ongoing patient assessment and care planning activities.
 - b. Is knowledgeable regarding discharge plan for patients.
 - c. Assures basic patient care activities are completed on all patients. Explains procedures, treatments to patient to allay apprehension, verify understanding and gain cooperation, being conscious of patient's rights and responsibilities.
 - d. Explains procedure, treatment and medication delays to patients and families as soon as possible after notification of delay.
 - e. Assures needed supplies are available in the various nursing areas.
 - f. Provides for the emotional/physical comfort and safety of patients through the development, implementation, and revision of the nursing care plan.
 - g. Begins the shift by attending and receiving report from the staff who have worked the preceding shift. Asks questions for clarification of the staff that have been caring for the patient.
2. The documentation of patient information will be completed in the electronic record, in a timely manner, by:
 - a. Documenting patient assessment, noting any changes and notifying physician as appropriate.

- b. Reviews chart.
- c. Verifies and notes medical providers' orders.
- d. Completes and documents on each new patient: including admission information, signed consents, complete history and assessment, health screenings, patient belongings list, orientation to room and The Birth Place security and routine.
- e. Gives a report on assigned patients to the oncoming shift.

The Registered Nurse will provide clinical expertise to the remainder of the staff by:

- a. Sharing knowledge with other staff and students as appropriate. Assists with the orientation and education of staff and students.
- b. Demonstrating ability to use critical thinking skills by assessing situation and knowing how decision making will impact patient, family, staff and others involved in patient care. This includes assessing how decisions will impact the oncoming shift.

Education and promotion of Evidenced Based Practice

- Implement and evaluate clinical education programs and in-services for nurses.
- Develop, implement, and evaluate a unique service orientation program in collaboration with the LDRP Nursing Director
- Initiate, participate and contribute to the development of clinical knowledge and skills of new and existing nurses.
- Provide clinical support to new and existing nurses.
- Develop and maintain clinical educational resources.
- Identify individual learning needs of nurses in consultation with the LDRP Nurse Director in order to support individual learning plans.
- Perform clinical assessments of nurses and provide certification of competency where required
- Participate in the delivery of formal and informal education..
- Develop, implement and evaluate extended skills programs for nurses in collaboration with the LDRP Nursing Director
- Actively participate in activities that promote the professional development and education of nurses.
- Participate in the development and review of clinical guidelines.

Clinical Practice per RN-LDRP guidelines

- Perform nursing practice in accordance with relevant Colorado policies and guidelines.
- Maintain accreditation in mandatory and extended skills.
- Demonstrate a high level of understanding, knowledge and skills in maternal, birthing and postpartum care as well as neonatal care standards
- Demonstrate expert clinical knowledge through problem solving and decision making.
- Identify strategies for optimizing patient care in the based on current research and trends in clinical practice.

Quality Improvement and Management

- Promote and participate in quality improvement activities and organizational accreditation processes
- Participate in relevant committees, meetings and service activities as required and provide relevant feedback and dissemination of appropriate information
- Participate in critical incident debriefings as required

- Actively pursue opportunities to advance own professional knowledge and skill development.
- Demonstrate a commitment to professional development through membership of professional organizations/associations, including relevant participation in special interest groups.

Act as Charge Nurse, when appropriate.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

Bachelor's Degree in nursing (or its equivalent) with a current unrestricted licensure in the State of Colorado as a Registered Nurse with at least two (2) years of experience in a labor and delivery unit or a Labor delivery postpartum unit (LDRP).

CERTIFICATES/LICENSES:

BCLS Healthcare Provider (upon hire)
NRP (within 3 months of hire)
AWHONN Fetal Monitoring Course (within 1 year of hire)
STABLE (within 1 year of hire)
ACLS (Within 1 year of hire)

LANGUAGE SKILLS:

Must be able to speak, read and write English. Ability to read and interpret documents such as physician orders, medical charts, safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to effectively present information in one-on-one and small group situations to supervisors, patients, patient's family and other employees of organization. Able to work in a team-oriented environment.

MATHEMATICAL SKILLS:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent.

REASONING ABILITY:

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

INTERPERSONAL SKILLS:

Demonstrates exceptional customer service skills using professional and team centered attitude; builds relationships and proactively respects others. Requires adaptability with regular interpersonal contact.

DECISION MAKING ABILITY:

Work limited by standards and procedures. Adapts to recurring operational situations using formal and informal channels. Unusual situations are reviewed with a manager.

ANALYTICAL ABILITY:

Apply basic business or technical principles to routine and moderately complex problems. Concentrates and pays close attention to detail.

COMPUTER SKILLS:

To perform this job successfully, an individual should be computer-literate and have working knowledge of Microsoft Office applications.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit; have manual dexterity; handle or feel; talk and hear. The employee is occasionally required to stand; walk; reach with hands and arms; climb or balance; and stoop, squat, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 20 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts, risk of electrical shock, exposure to infectious diseases, and transmission of airborne disease. The noise level in the work environment is usually moderate.

GENERAL COMPLIANCE REQUIREMENTS FOR ALL EMPLOYEES:

Attends annual compliance and privacy training.

Responsible for complying with all federal, state and local rules and regulations.

Must comply with the Code of Conduct Guide.

Reports any observation of fraud, waste, abuse, and/or privacy violations to HR or CCO.

Reports any conflict of interest or relationship immediately.

HIPAA:

Ensures and adheres to strict confidentiality when handling patient information, according to the HIPAA Privacy Act and hospital policy and procedure regarding confidentiality. Complies with all hospital information security practices.

Has knowledge of and adheres to all compliance regulations, policies and procedures.

Final Section I understand that my employment is for an indefinite period of time and that this facility can change wages, benefits, and conditions of employment at any time.

Employee Name & Signature

Date

Supervisor Name & Signature

Date