

## Job Description

**Title:** Registered Nurse

**Unit/Area:** Surgery Department

**Revision Date:** 06/13/05

---

### I. JOB SUMMARY

The Registered Nurse (RN) working in the Surgery Department will be expected to perform in the Inpatient Surgery Dept., Same day surgery, Post Anesthesia Care Unit (PACU), and in the Endoscopy Unit. The R.N. is responsible for identifying patient needs and priorities for care through assessment, planning, intervention, and evaluation. RNs coordinate care between other professional disciplines as needed. Essential information is shared with health care team members and other unit customers through documentation and oral communication. Unit/area-based activities, which contribute to a positive work and professional environment, are performed.

### II. DUTIES AND RESPONSIBILITIES

#### A. Surgical Practice

1. Initiate assessment/admission based on the patient's problems or needs, the physician's medical diagnosis, and Physicians orders, with the functional health framework:
2. Assumes responsibilities to perform circulator and scrub duties as outlined in the Surgery policy and procedure manual.
  - Collect key information from patient, family, laboratory, and other medical reports;
  - Determine priorities for care with special consideration given to patient teaching, discharge planning, needs of the patient;
  - determine which standards of care and practice apply to the patient; and
  - document assessment.
3. Complete ongoing assessments according to policy and as determined by patient conditions or change of condition involving family or other significant individuals, as needed.
4. Perform therapeutic nursing interventions:
  - as ordered by the physician and/or other care providers;
  - consistent with scope of practice as defined by the Idaho Board of Nursing ;
  - consistent with primary and population-specific standards of care and practice;
  - consistent with physician-approved protocols, policies and procedures
  - with consideration given to knowledge gained from the initial and ongoing assessment of the patient;
  - with consideration given to risk management and infection control practices; and
  - consistent with the requirements of the unit/area of assignment.
4. Determine impact of nursing interventions on the patient's condition and recognizes patient's progress towards meeting desired outcomes.
5. Document care based on standards of care and practice, patient acuity, and/or surgical priorities for documentation including:
  - assessment and ongoing assessment findings;
  - Updated surgical priorities for documentation;
  - Will maintain operating room clinical competence.
  - Will identify, label, and report any problems or malfunctions of equipment and supplies to Surgery Supervisor.
  - Therapeutic nursing interventions with special attention to patient educational and discharge planning interventions; and
  - patient's response to interventions and progress towards outcomes.
6. Manage care of patients with conditions common to the unit/area of assignment.
7. Maintains safe environment by recognizing, eliminating and/or reporting hazards.
8. Meet or exceed customer needs in a caring, effective and cost effective manner.
9. Maintain levels of quality that meet or exceed customer expectations through process improvement and a team-oriented approach
10. Has pre and postoperative verbal and written communication with the floor charge nurse regarding care

and transfer of the surgical patient.

11. Will accept scheduled call time and be available for emergency procedures with a response time of twenty minutes or less.

**B. Professional Communication**

1. Maintain confidentiality in matters relating to patient/family.
2. Interact with patients/families with a variety of developmental and socio-cultural backgrounds.
3. Provide information to patients and families to reduce anxiety and convey an attitude of acceptance, sensitivity, and caring.
4. Maintain professional relationships and convey relevant information to other members of the health care team within facility and any applicable referral agencies.
5. Initiate communication with peers about clinical priorities for care.
6. Relay information appropriately over telephone, pagers, and other communication devices.
7. Relay pertinent information to team members throughout the tour of duty.

**C. Teamwork**

1. Accept assignments based on patient census, acuity, needs, and the qualifications and competencies of self and of other staff members.
2. Work closely with other care providers to complete the initial and ongoing assessments of patients and to provide clinical assistance as needed.
3. Delegate work to other staff members as needed.
4. Work with coworkers to ensure that departmental goals and objectives are met.
5. Report accurately and timely to those who require information
6. Initiate problem solving and conflict resolution skills to foster effective work relationships with peers.

**D. Professional Development**

1. Attend and participate in staff meetings and in-services.
2. Assist in the development of indicators, thresholds, study methods, and data collection as assigned.
3. Respond to problems/opportunities to improve care/customer service.
4. Support involvement in the hospital's Performance Improvement initiative.
5. Participate in and maintain competencies required for the position and specific unit/area(s) of assignment.
6. Completes the required continuing education before the end of each year.
7. Contribute to the annual review of unit/area-based scope of care statement and determination of important aspects of care for clinical review.
8. Contribute to annual reviews of peer performance as requested by the unit/area supervisor, manager, or director.

**III. JOB REQUIREMENTS (Education, License and Employment Experience must be verified and documented prior to hire)**

- A. Licensed to practice nursing in Idaho. ACLS. BCLS, with at least 6 months acute nursing care.
- B. Ability and willingness to demonstrate and maintain competency as required for job title and the unit/area(s) of assignment.
- C. Excellent communication skills to include (check only those that truly apply to performance of the job):
  - X  oral comprehension (understanding spoken word)
  - X  oral expression (being able to speak)
  - X  written comprehension (understanding written word)
  - X  written expression (being able to write)
- D. Ability and willingness to work with the particular growth and development needs of the patients in the unit/area(s) of assignment.
- E. Ability to manage a complex work environment related to changing patient needs, including work with patients with acute, chronic, and complex disease processes, and those who are dying.
- F. Ability and willingness to exhibit behaviors consistent with high standards for performance improvement and Elmore Medical Center values.
- G. Ability and willingness to exhibit behaviors consistent with principles for service excellence.
- H. Knowledge about professional scope of practice.
- I. Ability and willingness to work within professional scope of practice.

**WORKING ENVIRONMENT**

Risk of exposure to (check those that apply and list "other")

<input checked="" type="checkbox"/>	Blood & bodily fluids	<input checked="" type="checkbox"/>	Latex	<input checked="" type="checkbox"/>	Odors, chemicals
<input checked="" type="checkbox"/>	Disease	<input checked="" type="checkbox"/>	Hazardous drugs		Other: _____
<input checked="" type="checkbox"/>	TB (to require mask)	<input checked="" type="checkbox"/>	Mechanical/Electrical		Other: _____
<input checked="" type="checkbox"/>	Other: Combative Patients		Other: _____		Other: _____
	Other :		Other: _____		Other: _____

**IV. PHYSICAL REQUIREMENTS**

Insert appropriate number (0, 1, 2, 3) in box next to ability using the following scale:

0 = never      1 = occasionally      2 = frequently      3 = continuously

- 2 Sitting      2 Standing      2 Walking      0 Running      0 Driving      2 Bending/stooping      1 Climbing
- 1 Kneeling      1 Pushing/Pulling objects on rollers/wheels      1 Pushing/pulling objects without rollers/wheels
- 1 Squatting      0 Crawling      1 Twisting/turning from waist      2 Moving objects vertically (up & down) 20 lbs
- 2 Moving objects horizontally (left/right) 50 to 75 lbs      2 Handling (holding, grasping, working with hands)
- 2 Fingering (pinching, picking, working with fingers)      2 Feeling (size, shape, temperature, texture by finger receptors)
- 2 Endurance (requiring cardiovascular fitness)      0 Right/left foot movement (use of pedals)
- 2 Vision –far acuity (corrected vision at 20 ft or more)      2 Vision-near acuity (corrected vision at 20 inches or less)
- 2 Depth perception (judge 3 dimensions, distance & space)      2 Field of vision (see up, down, left, right while eyes are fixed)
- 2 Color vision (identify and distinguish color)      2 Hear in quiet surroundings      2 Hear in noisy surroundings
- 2 Hear over the phone      2 Talk in quiet surroundings      2 Talk in noisy surroundings      2 Talk over the phone
- 2 Sense of smell      0 Sense of taste