

UW HEALTH JOB DESCRIPTION

RN - Inpatient, RN - Inpatient - Weekender

Job Codes: 800006A, 800006B, 800006C, 800006D, 800006E, 800006F, 790031A, 790031B, 790031C, 790031D, 790031E, 790031F	FLSA Status: Non Exempt	Mgt. Approval: CNO Council	Date: August 2024
Department: Various, as listed on Page 4		HR Approval: Annual Review Date: August 2024 Please direct requests for updates to this PD to HR BP	

JOB SUMMARY

The RN-Inpatient works collaboratively as an active member of the interprofessional team to provide therapeutic patient and family centered care. The RN-Inpatient systematically and continuously collects and assesses data related to patient health status to develop, execute, and evaluate the plan of care or critical pathway. The RN-Inpatient performs all required elements of a nursing assessment including, but not limited to physical examination, assessment of readiness to learn, psychosocial and functional assessments along with the utilization of patient/family specific assessment scales as required. The RN-Inpatient considers factors related to safety, effectiveness and cost in planning and delivering care. The RN-Inpatient establishes goals and strategies for meeting the discharge or continuing care needs of the patient, family and/or other care provider. The RN-Inpatient delegates and supervises care in accordance with the WI Nurse Practice Act and UW Health Nursing Professional Practice Model. The RN-Inpatient utilizes and demonstrates knowledge of research findings, participates in continuous quality improvement initiatives, and assumes responsibility for their professional development. The RN-Inpatient's decisions and actions with patients and families are determined in an ethical manner.

MAJOR RESPONSIBILITIES

- Assesses and systemically collects, analyzes, and evaluates patient data related to the behavioral, physical, physiologic, and psychosocial status of the patient utilizing interview, observation, and physical examination. Works in collaboration with multidisciplinary team to implement nursing interventions and provide appropriate evidenced-based patient and family centered care.
- Executes nursing interventions, develops patient plan of care, and assists with coordination of patient care across the care continuum (i.e. inpatient, outpatient, home, skilled nursing facilities, schools) in collaboration with the multidisciplinary team; incorporating appropriate standards of care, practice, and patient outcomes.
- Delivers care in an organized and efficient manner while providing patient/family with complete information regarding typical events, common patient responses, along with any education related to plan of care to assure a timely discharge.
- Evaluates patient's response to plan of care and research. Incorporates inpatient and discharge/home care in collaboration with the multidisciplinary plan of care.
- Implements safe, competent, and efficient patient care within policies, procedures and standards, and interventions as noted on the multidisciplinary plan of care. Provides care that is ethical, patient- and family-centered, culturally congruent, and evidence-based.
- Utilizes data and sets priorities to continuously meet changing patient needs. Executes nursing interventions in response to data indicating urgent and/or emergent risk to patient and initiates action to reduce or correct risk.
- Assumes responsibility and accountability for effectively managing nursing care of individual patients and families.
- Documents nursing assessment and interventions in the electronic medical record in an accurate and timely manner to reflect a comprehensive and integrated approach to patient/family care and clinical research.
- Assesses patient/family's readiness and provides education to the patient/family accordingly. Identifies learning needs of patients/families and teaches by adapting standard information to provide individualized and comprehensive teaching-learning. Utilizes the resources of the Teaching-Learning Center as appropriate to meet identified patient, family and/or caregiver needs.
- Incorporates standards of practice and clinical practice protocols into practice to maximize clinical effectiveness. Facilitates cost control in use of material and human resources while effectively utilizing technology to support practice and efficiencies in care delivery and management of unit.
- Responds to, provides support for, and appropriately assists with multiple urgent and emergent patient care situations.
- Maintains and advocates for patient, family, visitor and personal safety.
- Works independently within scope of practice to achieve clinical outcomes, while executing delegation protocols.
- Leads through collaborative partnerships in accordance with UW Health Nursing Professional Practice Model.
- Maintains a level of professional development through continuing education, quality improvement initiatives, obtaining and sharing department/organizational information/knowledge. Serves as a mentor and resource to others.
- Participates in meeting Nursing Unit Patient Satisfaction Goals and organizational strategic goals.
- Other duties as assigned.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

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JOB REQUIREMENTS				
Education	Minimum			
	Preferred	Bachelor of Science in Nursing (BSN)		
Work Experience	Minimum	<u>Inpatient Units and Central Float (Adult & Pediatric), Venous Access Team (VAT), Radiology, Hemodialysis, Cardiovascular Laboratory:</u> Six (6) months nursing experience or current participant in UW Health's Nurse Residency Program with successful completion of the Nurse Residency Orientation on unit/similar unit. <u>eICU:</u> Two (2) years of nursing experience		
	Preferred	Relevant RN Experience		
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> Licensed as a Registered Nurse (RN) in the State of WI or holds a license issued by a jurisdiction that has adopted the nurse licensure compact Current CPR/BLS Certification Additional lifesaving intervention certifications may be required by unit/department (see table below on Page 4) 		
	Preferred	Relevant Certification		
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> Knowledge and experience documenting patient care in an electronic medical record Ability to make knowledgeable clinical assessments and judgments Ability to work independently Ability to educate staff, patients, and families Demonstrates effective and respectful communication with patients, families, and the healthcare team Ability to facilitate multidisciplinary resolution of issues Demonstrates ability to maintain patient and family privacy and confidentiality Demonstrates competence within a continuum of professional development from advanced beginner to expert practitioner 		
AGE SPECIFIC COMPETENCY (Clinical jobs only)				
Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.				
Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,				
<input checked="" type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)	
<input checked="" type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)	
<input checked="" type="checkbox"/>	Preschool (4 – 5 years)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)	
<input checked="" type="checkbox"/>	School Age (6 – 12 years)	<input checked="" type="checkbox"/>	Older Adult (Over 65 years)	
JOB FUNCTIONS				
Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.				
PHYSICAL REQUIREMENTS				
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>				
Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
<input checked="" type="checkbox"/>	Medium: Ability to lift up to 50 pounds maximum with	20-50#	10-25#	Negligible-10#

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	frequent lifting/and or carrying objects weighing up to 25 pounds. <i>(Exception: eICU physical demand is Sedentary)</i>			
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.

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ADDITIONAL LIFE SAVING INTERVENTION CERTIFICATION MINIMUM REQUIREMENTS

Job Code: 800006A, 790031A

Department Name	Dept Nbr	ACLS	PALS	NRP
Central Float: Medical/Surgical Pool	3035148	Not Required	Not Required	Not Required
Family Practice & Forensics	3035140	Not Required	Not Required	Not Required
General Internal Medicine	3035151	Not Required	Not Required	Not Required
General Surgery	3035155	Not Required	Not Required	Not Required
Gynecology, Urology, Plastics	3035166	Not Required	Not Required	Not Required
Hematology, Oncology & BMT	3035175	Not Required	Not Required	Not Required
Medical/Surgical & Short Stay	3035225	Not Required	Not Required	Not Required
Neurosurgery	3035255	Not Required	Not Required	Not Required
Orthopedics	3035298	Not Required	Not Required	Not Required
Psychiatry	3035380	Not Required	Not Required	Not Required
East Madison Hospital: Med & Surg 3rd Floor	3035615	Not Required	Not Required	Not Required
East Madison Hospital: Med & Surg 4th Floor	3035221	Not Required	Not Required	Not Required
East Madison Hospital: Med & Surg 5th Floor	3035575	Not Required	Not Required	Not Required
Resource Center & Per Diem: Med/Surg	3035419	Not Required	Not Required	Not Required
Peds General Medical/Surgical	3035343	Not Required	Not Required	Not Required
Peds Hematology & Oncology, Neurosciences, ENT, Plastic	3035359	Not Required	Not Required	Not Required
Short Stay	3035617	Not Required	Not Required	Not Required
Transplant Surgery	3035474	Not Required	Not Required	Not Required
Venous Access Team (VAT)	3035503	Not Required	Not Required	Not Required

Job Code: 800006B, 790031B

Department Name	Dept Nbr	ACLS	PALS	NRP
Burn ICU	3035036	Within 6 months of hire	Within 6 months of hire	Not Required
Cardiovascular Laboratory (Core Peds Team)	3032045	Within 6 months of hire	Within 6 months of hire	Not Required
Dialysis Inpatient	3032096	Within 6 months of hire	Within 6 months of hire	Not Required

Job Code: 800006C, 790031C

Department Name	Dept Nbr	ACLS	PALS	NRP
Acute Medical Progressive Care	3035008	Within 6 months of hire	Not Required	Not Required
Cardiology	3035041	Within 6 months of hire	Not Required	Not Required
Cardiovascular Cardiothoracic (CVCT) ICU	3035044	Within 6 months of hire	Not Required	Not Required
Cardiovascular Laboratory	3032045	Within 6 months of hire	Not Required	Not Required
Cath EP Prep/Recovery	3032021	Within 6 months of hire	Not Required	Not Required
Central Float: Medical/Surgical/IMC Pool	3035148	Within 6 months of hire	Not Required	Not Required
Central Float: Critical Care Pool	3035148	Within 6 months of hire	Not Required	Not Required
Clinical Research Unit	3035066	Within 6 months of hire	Not Required	Not Required
e-ICU	3013109	Within 6 months of hire	Not Required	Not Required
Electrophysiology Lab	3032112	Within 6 months of hire	Not Required	Not Required
HVC Progressive Care	3035184	Within 6 months of hire	Not Required	Not Required
Neurosciences Progressive Care	3035605	Within 6 months of hire	Not Required	Not Required
Neurosurgery ICU	3035257	Within 6 months of hire	Not Required	Not Required
Imaging - Nursing	3034263	Within 6 months of hire	Not Required	Not Required
Resource Center & Per Diem: Critical Care	3035419	Within 6 months of hire	Not Required	Not Required
Surgical Trauma	3035462	Within 6 months of hire	Not Required	Not Required
Thoracic	3035468	Within 6 months of hire	Not Required	Not Required
Trauma & Life Support (TLC)	3035477	Within 6 months of hire	Not Required	Not Required

Job Code: 800006D, 790031D

Department Name	Dept Nbr	ACLS	PALS	NRP
Pediatric ICU (PICU)	3035331	Not Required	Within 6 months of hire	Not Required

Job Code: 800006E, 790031E

Department Name	Dept Nbr	ACLS	PALS	NRP
Neonatal ICU (NICU)	3035244	Not Required	Not Required	Within 6 months of hire

Job Code: 800006F, 790031F

Department Name	Dept Nbr	ACLS	PALS	NRP
Peds Supplemental Resources (Float)	3035326	Not Required	Within 12 months of hire	Not Required
Peds Universal Care	3035337	Not Required	Within 12 months of hire	Not Required