Gonzales Healthcare Systems - Job Description

Job Title: Registered Nurse	Department: Nursing
Employee Reports To: CNO, Department Manager, Charge Nurse	**Employee Supervises:** N/A
Exempt/Non-exempt Status: Non-Exempt	**Employment Status:** Full Time, Part Time, or PRN
Employee Signature: **Date:**	**Approval:** **Date:**

Position Summary

As an associate of Gonzales Healthcare Systems, you will have the opportunity to provide direct nursing care to patients in accordance with established policies, procedures, and protocols of the healthcare organization. The RN will:

- **Implement and monitor patient care plans. Monitor, record, and communicate patient condition as appropriate.**
- **Serves as a primary coordinator of all disciplines for well-coordinated patient care.**
- **Notes and carries out physician and nursing orders.**
- **Assesses and coordinates patient's discharge planning needs with members of the healthcare team.**

Position Qualification

Education & Licensure	**BLS, ACLS, and PALS credentialed from the American Heart Association; ACLS and PALS to be obtained within 6 months of date of hire or transfer; TNCC required within one year of date of hire or transfer for ER RN or Med-Surg Charge Nurse.** **Graduate of an accredited school of professional nursing (GN) obtained prior to start date or job transfer date is required -OR- Temporary or Current Registered Nurse (RN) license to practice in the state of Texas is required or must be obtained prior to hire or job transfer date –OR- current home state license for multi-state license recognition through the Nurse Licensure Compact is required or must be obtained prior to hire or job transfer date.**
Experience	**One year experience as a professional Registered Nurse preferred.**
Physical Requirements	**Intermittent sitting, prolonged periods of standing and walking. Frequent bending, stooping, and reaching. Average lifting of 25lbs. from the floor to waist, 50lbs. from 30" high surface-to-surface, 15lbs. overhead. Pushing and pulling with 50lbs. force while assisting patients or moving equipment. Includes all physical tasks as outlined in the disciplines respective practice act.**

Technology Requirements

GHS Information Systems	**Allscripts Paragon** Clinical CareStation Medication Administration Order Management Patient Supply Charging **Hyland One Content** **MedEx** **Logical Ink** **Omnicell** **OneSource** **MSDS** **Kronos** **Shoretel** **Facility Dude** **Health.edu** **TrakStar** **Email**

Access Control	
Physical Access	**Standard Employee Access** **OB Access** **OR Access** **Sievers Medical Clinic Access** **Central Supply Access**

Section 1. Core Behaviors – All Staff	
A	**Organizational Commitment**
1	Demonstrates a professional demeanor
2	Is committed to GHS's Mission, Vision, Values
3	Complies with Gonzales Healthcare Systems and departmental Policies
4	Demonstrates commitment to enhancing how GHS is viewed by others
5	Adheres to Attendance & Punctuality Policy
B	**Customer Orientation**
1	Advocate of the diverse needs & cultural values of ALL
2	Provides attentive service to ALL
3	Demonstrates respect, sensitivity & care in ALL
4	Protects confidentiality and privacy of ALL
5	Adheres to current GHS's Customer Service Standards
C	**Performance Focus & Self-Management**
1	Organizes & prioritizes work duties
2	Works toward the continuing growth/development of staff
3	Sets & tries to surpass personal & work goals
4	Is aware of one's impact on others
5	Is flexible & adapts positively to new, different or changing situations
6	Asks questions, is informed & acts according to GHS's standards
7	Incorporates the PI plan principles into daily activities
8	Adheres to laws and regulations applicable to job function
D	**Team Orientation**
1	Acts to work cooperatively with & helps other team members
2	Participates in projects & is a good team player
3	Recognizes and acknowledges others for a job well done
4	Considers coworkers views & recommendations
5	Extends team work behaviors to ALL
E	**Interpersonal Communications**
1	Effectively communicates with others in an effort to create mutual understanding
2	Works to find resolutions to problems
3	Encourages two way communications
4	Maintains focus on issues rather than personalities

Section 2. Department Specific Duties and Responsibilities	
A	
1	Uses Professional Nursing behaviors and critical thinking as the basis for decision making in nursing practice.
2	Obtain client history using appropriate collection tools to obtain physical, psychosocial, spiritual, cultural, familial, occupations, and environmental information.
3	Performs basic assessment to identify health status and monitor for change.
4	Collects, validates, and reports assessment data using established assessment tools.
5	Identifies overt and covert, actual and potential healthcare needs of client.
6	Analyzes and interprets health data of clients.
7	Selects nursing diagnosis and develops Plan of Care from a standardized source based upon analysis of health data.
8	Identifies short and long-term goals and selects interventions in conjunction with clients and families.
9	Contributes to, evaluates & updates nursing plan of care.
10	Communicates plan of care to nurses and other healthcare providers and establishes goals that are realistic, specific, measurable and progressive.
11	Compares expected and achieved outcomes of nursing care by modifying plan of care and/or expected outcomes.
12	Promotes a safe, effective care environment conductive to the optimal health and dignity of the client.
13	Selects and carries out appropriate activities to assist client to meet basic physiologic needs including: oxygenation,

	nutrition, circulation, elimination, activity, comfort, rest, sleep, and carries out measures to promote rehabilitation.
14	Selects and carries out appropriate measures to promote psychosocial well-being and fosters client growth during developmental transitions and alterations in health status.
15	Uses independent clinical judgment and established protocols appropriately.
16	Transcribes or co-signs physician orders completely and accurately according to Gonzales Healthcare Systems policy and administers medications and treatments according to Gonzales Healthcare Systems policy.
17	Administers medications and treatments, evaluates and documents responses to treatments and medications and communicates same to other healthcare professionals accurately and legibly according to Gonzales Healthcare Systems policy.
18	Completes all appropriate transfer and discharge forms according to Gonzales Healthcare Systems policy.
19	Assists healthcare providers with treatment and procedures.
20	Adjusts priorities for nursing interventions in emergency situations.
21	Performs basic nursing procedures and skills safely and effectively.
22	Using the Nursing process, develops and implements teaching plan for clients and their families concerning promotion, maintenance, and restoration of health in a timely manner.
23	Provides for the care of multiple clients and their families either through direct care or assignment and/or delegation of care.
24	Identifies priorities and makes judgments concerning basic needs of a group of clients in order to organize care.
25	Makes assignments and delegates nursing care based upon assessment of client needs and skills of members of the nursing care team.
26	Checks delegated tasks to insure appropriate completion of tasks.
27	Maintains accurate legible and timely records according to Gonzales Healthcare System policy and procedures.
28	Provides care appropriate for the neonate and the pediatric, adolescent, and geriatric patients served based on demonstrated knowledge of the principles of growth and development over the life span.
29	Assesses and interprets data on the neonate and the pediatric, adolescent, and geriatric patients' status to identify adolescent, and geriatric patients' status to identify patients' requirements relative to their age-specific needs and provides care needed as stipulated in departmental policy.
30	Perform basic ECG interpretation.
31	Perform 12-lead ECG and obtain arterial blood-gas specimens as needed.
32	Performs nursing duties in the Maternal/Child areas when required.
33	Performs nursing duties in the Special Care Unit when required.
34	Performs nursing duties in the Emergency Center when required.
35	Attends 80% scheduled staff meetings and all in-services.
36	Other duties as assigned by supervisor.
	Essential Duties & Responsibilities for Charge Nurse
1	Assumes responsibility for self and others to ensure that documentation is accurate and concise monitors the nursing patient care activities and the patient responses to nursing interventions.
2	Monitors the nursing patient care activities and the patient responses to nursing interventions.
3	Documents ongoing assessments, within a timely manner as determined by policy, accurately reflecting any overt physiological and psychosocial needs of patients.
4	Develops and implements a patient care plan that is current and reflects individual needs or preferences of patients.
5	Reviews staff documentation at the end of shift to insure completeness and accuracy.
6	Performs 24-hour chart checks.
7	Insures diagnostic requests are routed appropriately
8	Makes patient – staff assignments based on staff competency to care for specific patient care needs.
9	Monitor nursing interdepartmental patient care needs and delegate assignments and/or tasks to all available nursing department staff as needed to cover patient care needs.
10	Monitor and respond to census changes by evaluating staffing plan/matrix and make adjustments to staffing based on staffing matrix and acuity of care required.
	Essential Duties & Responsibilities for SCU
1	Working knowledge of patient monitoring equipment in Special Care Unit.
2	Working knowledge of drug protocols for Special Care Unit.
3	Maintain equipment and supplies readiness at all times.
4	Print and interpret ECG strips every shift and prn.
5	Ability to care for patient on ventilation support.
6	Ability to care for patient with arterial line.
7	Ability to care for patients undergoing cardioversion.
	Essential Duties & Responsibilities for ER
1	Ability to triage patients according to Gonzales Healthcare Systems policy.
2	Ability to effectively and efficiently utilize the Broslow System according to PALS and NRP protocols.
3	Ability to utilize standard trauma protocols effectively and efficiently.
4	Ability to draw labs and perform ABG's.
5	Provides care appropriate for the neonate and the pediatric, adolescent, and geriatric patients served based on demonstrated knowledge of the principles of growth and development over the life span.

6	Assesses and interprets data on the neonate and the pediatric, adolescent, and geriatric patients' status to identify adolescent, and geriatric patients' status to identify patients' requirements relative to their age-specific needs and provides care needed as stipulated in departmental policy.
B	**Infection Control Duties and Responsibilities**
1	Follows Infection Control guidelines and policies for Gonzales Healthcare Systems.
C	**Safety Duties and Responsibilities**
1	Follows Safety guidelines and polices for Gonzales Healthcare Systems.