



Position: RN	
Department: Acute	
Reports To: CNO	
FLSA Status: Non-Exempt	OSHA Exposure Category-I
Effective Date: 04/2006	Revised Date(s): 04/2008, 05/2012, 10/2015, 04/2016

Job Objective: Provides professional nursing care including but not limited to assessments, implementing and evaluating care plans, coordinates care with other disciplines. Services pediatric, adolescent, adult, and geriatric populations.

Qualifications:

1. Graduate of RN program from an accredited school of Nursing, BSN preferred.
2. Current MT Nursing License.
3. Current BLS required. NRP, & ACLS within 12 months of hire, PALS within 24 months of hire, TNCC and/or ENCP and STABLE within 30 months of hire.
4. One or more years of acute or critical care experience preferred.

Job Duties:

1. Performs assessment of the patient on admission in accordance with hospital policies and procedures and Unit specific standards. Demonstrates ability to continually assess and reassess each patient, identifying problems, implementing interventions and evaluating patients' response.
2. Obtain appropriate authorizations and consents for treatments. Maintain patient confidentiality and display respect for patient dignity at all times.
3. Adheres to policies and procedures directing the administration of and proper documentation of medications and intravenous therapy. Performs reassessment and documentation of patients' response to medication on unit specific nursing notes.
4. Documents patient assessment and treatments into computerized documentation system, as required by law, in a timely and continual manner.
5. Communicates with patient and/or medical advocate accurate and timely information on the course of treatment, educational resources, or other medical information that is appropriate.
6. Must be able to clearly and accurately communicate with nurses, physicians, administration and the public.
7. Administers therapeutic injections, venipuncture, or other IV therapies, performs blood pressure checks, inhalation therapy, catheterization, dressing changes, and other procedures

within the scope of nursing practice and as ordered by the provider. Continually informs provider of unusual changes in patient status.

8. Complies with all infection control and safety policies and procedures; disposing of bio hazardous materials as instructed. Performs daily and weekly environmental cleaning and equipment quality control and maintenance as required.
9. Maintains appropriate levels of supplies for all areas associated with patient care, including ordering supplies, and stocking supplies.
10. Adheres to the code of professional nursing; maintaining current, thorough knowledge of nursing practices and procedures. Participates in and obtains continuing education classes and programs consistent with the level and area of practice including but not limited to:
 - a. Chest tube competence
 - b. Monitor/Defibrillator competence
 - c. Hemodynamic Education
 - d. Central Line Education
 - e. Wound Vac Education
11. Precepts/Assists with the orientation of new personnel.
12. Will be oriented to OR/OB Circulator duties and perform as assigned by nursing leadership.
13. Comply with all Federal and State regulations as they pertain to the position and scope of practice.

Disclaimer – Not all inclusive – other duties as assigned. Every effort has been made to make this position description as complete as possible. However, it in no way states or implies that these are the only duties required. The omission of specific statement of duties does not exclude them from the position if the work is similar, related, or is a logical assignment to the position.

Mission: Northern Rockies Medical Center provides quality healthcare that serves our communities in a private, safe and caring environment.

Vision: Northern Rockies Medical Center will be the provider of choice, setting the standard for quality healthcare in the region.

Values: Values PEOPLE

- The needs of the patient come first.
- Patients, families, and staff will be treated with courtesy and compassion.

Values QUALITY

- Excellence through continuous improvement in care and safety.
- Teamwork through the unity of all departments to serve our communities and each other.

Values OWNERSHIP

- Doing what is right.
- Having pride in the work we do.
- Holding ourselves accountable for efficient management of NRMC resources.

Schedule: 12 hour shifts (rotating schedules to include weekends and holidays).

Compliance Plan and Code of Conduct: Northern Rockies Medical Center Inc. is dedicated to the highest ethical standards as it is essential to meeting our commitment to our mission and vision. Individual responsibilities include adhering to our organizational Compliance Plan and Code of Conduct.

- (A) Maintains awareness and understands the organization-wide compliance plan. Familiar with and adheres to NRMC's published Code of Conduct which provides guidance and expectations regarding confidentiality, conflict of interest, billing, controlled substances, Emergency Medical Treatment and Labor Act (EMTALA), payments for referrals, gifts, anti-kickback laws, safety and health, waste disposal, and compliance with antitrust laws, advertising and marketing, discrimination, insider trading and government requests.
- (B) Reports any violation or suspected violation of this Code or other hospital policies or procedures to supervisor, Compliance Officer or through the compliance hotline.
- (C) Attends and/or completes mandatory training regarding organizational compliance.

Work Environment: Acute care hospital includes all areas of the NRMC campus. Possible exposure to chemicals, communicable diseases, hazardous materials, marked changes in temperature, humidity, and noise.

OSHA Exposure Category: (I) Tasks that involve exposure to Blood/Body fluids or Tissues. All procedures or other job-related tasks that involve an inherent potential for mucous membrane or skin contact with blood, body fluids, or tissues, or a potential for spills or splashes of them, are Category I tasks. Use of appropriate protective measures is required for every employee engaged in Category I tasks.

Dress Code: Must comply with Northern Rockies Medical Center Dress Code Policy Admin.0012 and departmental guidelines.

Physical Demands: Requires repetitive bending, pulling, pushing, kneeling, walking and lifting up to 50 lbs. Visual acuity within normal limits; must be able to read charts, orders, notes, and office reports. Wear personal protective equipment as needed.

Employee Certification: I have read the above JOB DESCRIPTION and accept the responsibilities as outlined. I know of no reason that will keep me from performing the duties as described without reasonable accommodations being made by Northern Rockies Medical Center (NRMC). I agree to inform my supervisor immediately if I am unable to perform as expected.

Employee Signature

Date