

**MUNSON HEALTHCARE MANISTEE HOSPITAL  
JOB DESCRIPTION**

Job Title: Registered Nurse  
Job Code: 014600  
Work Comp Code: 8833  
DEPARTMENT: Nursing

FLSA Status: Non-Exempt  
Grade: Union 3  
Date: 4/88, 7/96, 4/98, 1/01, 3/01, 4/01,  
2/03, 9/04, 7/05, 5/10, 7/13, 2016, 9/17

**GENERAL SUMMARY:**

Under general supervision of Clinical Nurse Manager and in accordance with established policies, procedures, protocols and nursing standards, provides and manages professional nursing care. Exercises independent judgment through use of the nursing process by assessing, planning, implementing, interpreting and valuating patient care. Works closely with and may lead other professional and ancillary nursing personnel providing total nursing care to assigned patients. While actual duties and responsibilities vary depending on assigned area, the following are characteristics of the work being performed by the Registered Nurse.

**PRINCIPAL DUTIES AND RESPONSIBILITIES:**

Performs direct patient care activities in accordance with the American Nurses Association Standards of Nursing Practice including:

1. Collects comprehensive data pertinent to the patient's health or the situation. This is an ongoing, systematic process that involves holistic data collection that can be prioritized based upon evidence-based techniques.
2. Analyzes the assessment data to determine the nursing diagnoses or issues.
3. Identifies expected outcomes for a plan individualized to the patient or the situation. Plans shall take into consideration cultural and age-specific patient/family needs.
4. Develops a plan that prescribes strategies and alternatives to attain expected outcomes. Plans shall be developed in conjunction with patient/family/ancillary staff input and include strategies for continuity and timelines for completion.
5. Implements the identified plan and coordinates care delivery strategies to promote health and a safe environment.
6. Evaluates effectiveness of planned strategies and progress toward attainment of outcomes.

Performs indirect patient care activities in accordance with the American Nurses Association Standards of Professional Performance including:

1. Documents the application of the nursing process in a timely and accurate manner.
2. Maintains knowledge and competency that reflects current nursing practice. Participates in ongoing educational activities related to appropriate knowledge bases and professional issues.
3. Evaluates own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations.
4. Interacts with and contributes to the professional development of peers and colleagues.
5. Collaborates with patient, family, and others in the nursing practice.
6. Integrates ethical provisions in all areas of practice. Performs job responsibilities in an ethical, compliant manner consistent with the organization's values and the hospital's Corporate Compliance Program, policies, procedures, and protocols.
7. Considers factors related to safety, effectiveness, cost, and impact on practice in the planning and delivery of nursing services.

8. Provides leadership in the professional practice setting and the profession.
9. Works with all members of the patient care team in a safe manner to prevent injury or illness.
10. May be required to work with all of the following with the appropriate age specific competencies: prenatal & perinatal (0-2), young child (2-8), adolescent (9-15), adult (16-28), middle-aged adult (29-53), geriatric (54-74), and frail adult (75+).

**MINIMUM KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:**

1. Current licensure to practice as a registered nurse in the State of Michigan.
2. Completion of the hospital's orientation program in order to a) acquire a working knowledge of the nursing philosophy and models of care b) develop and demonstrate skill in nursing techniques and ability to adapt techniques to individual needs, and c) become familiar with the organization's policies, procedures and standards.
3. BLS certification.
4. Analytical ability as well as visual, hearing and sensory touch acuity necessary to assess patients' condition, developmental needs, and utilize the nursing process and professional judgment in providing comprehensive care to patients of all age populations (i.e., peds, geriatric, adolescent, and adult).
5. Interpersonal skills necessary to respectfully interact with patients and family members, frequently during periods of emotional stress or anxiety, hospital personnel and physicians. Emotional/mental ability to perform effectively and efficiently under the daily pressure of stressful or emergency situations.

**UNIT SPECIFIC KNOWLEDGE, SKILLS AND ABILITIES:**

1. **Progressive Care Unit (PCU)**
  - a. Ability to demonstrate ongoing proficiency in critical care, including but not limited to concepts/theory of hemodynamics and fluid management, mechanical ventilation and pharmacology related to critical care patient management.
  - b. Requirements:
    - i. ACLS certification obtained within six months and proof of completion of an EKG Interpretation class.
  
2. **Obstetrics**
  - a. Prepares or directs the preparation of necessary equipment and instruments and assists physician during examinations.
  - b. Assists with surgical procedures and deliveries by a) preparing or directing others in the preparation of instruments, equipment and supplies, b) anticipating the needs of and assisting the physician and c) providing for the total nursing care and other needs of patients in and around assigned areas.
  - c. Requirements:
    - i. Neonatal Resuscitation Program(NRP) Certification
    - ii. STABLE certification preferred
    - iii. CPI (Non Violent Crisis Prevention)
    - iv. Basic Fetal monitoring certification within the first 6 months. Intermediate fetal monitoring after 2 years with advanced fetal monitoring after 5 years (preferred).

3. **Surgery**
  - a. Performs direct patient care activities in accordance with the Association of Perioperative Registered Nurses Standards and Recommended Practices (AORN), and The American Society of PeriAnesthesia Nurses (ASPAN).
  - b. Provides and manages professional nursing care for the Perioperative patient
  - c. One or more years of nursing experience in surgery, PCU, OB, ED or recovery room preferred.
  - d. Takes call in Surgery so that Surgery can provide 24 hour coverage for emergency surgery situations
  - e. Requirements:
    - i. ACLS certification and proof of completion of an EKG Interpretation class.
  
4. **Same Day Care/Post Anesthesia Care Unit (SDC/PACU)**
  - a. Provides and manages professional nursing care for the Perioperative patient
  - b. Performs direct patient care activities in accordance with the Association of Perioperative Registered Nurses Standards and Recommended Practices (AORN), and The American Society of PeriAnesthesia Nurses (ASPAN).
  - c. Provides care to the perioperative patient in the Same Day Care Unit, Post Anesthesia Care Unit.
  - d. Takes call in PACU so that Surgery can provide 24 hour coverage for emergency surgery situations.
  - e. One or more years of current nursing experience in surgery, PCU, ED, PACU, or Med-Surg preferred.
  - f. Pre-op evaluation, or testing experience preferred.
  - g. Requirements:
    - i. ACLS certification and proof of completion of an EKG Interpretation class.
    - ii. PALS certification
  
5. **Pre Admission Testing (PAT)**
  - a. Performs direct and indirect patient care activities in accordance with the American Nurses Association Scope & Standards of Nursing Practice, as well as the Association of Perioperative Nurses Standards of Perioperative Professional Practice.
  - b. One or more years of nursing experience in surgery, OB, ED or PACU in order to a) acquire a thorough knowledge of the scientific principles of nursing, b) acquire a thorough knowledge of professional nursing standards, c) develop skill in nursing techniques and ability to adapt techniques to individual needs, d) require working knowledge of procedures and techniques used with surgical patients and e) become familiar with hospital policies, procedures and standards.
  
6. **Cardiac Rehabilitation**
  - a. Instructs and assists patients in skills necessary to successfully participate in the program, i.e., safety factors, equipment operation, and correct understanding of the exercise prescription.
  - b. Monitors, evaluates and documents the patient's progress and participation in the program; adjusts strategies and treatment modalities, in conjunction with the patient's physician, to optimize patient outcomes.
  - c. Ability to recognize arrhythmias and implement appropriate treatment within the nursing scope.
  - d. Ability to place leads and monitoring equipment on patients.
  - e. Develops individualized exercise plans for the patient consistent with the physician's diagnosis, patient's assessment, therapy goals and patient's interests and/or skill levels.

- f. Requirements:
  - i. Proof of completion of an EKG Interpretation class.

7. **Emergency Department**

- a. Emergency Department registered nurse experience highly preferred.
- b. ENPC (Emergency Nurse Pediatric Course) is preferred.
- c. Requirements:
  - i. ACLS certification and proof of completion of an EKG Interpretation class.
  - ii. PALS certification
  - iii. CPI (Non Violent Crisis Prevention)
  - iv. TNCC (Trauma Nurse Core Course)
  - v. Disaster Management: ICS 100 and ICS 700

8. **Cancer Infusion Clinic**

- a. Performs direct and indirect patient care activities in accordance with Oncology Certified Nurse (OCN) guidelines.
- b. Completes the Oncology Nursing Education Course through Munson Medical Center within the first year of employment (offered every year in October).
- c. Requirements:
  - i. Becomes OCN certified within three (3) years of employment
  - ii. ACLS certification and proof of completion of an EKG Interpretation class.

**WORKING CONDITIONS:**

- 1. Exposure to blood and/or body fluids, exposure to hazardous chemical, pharmaceuticals, or nuclear exposures, repetitive lifting, pushing, pulling, bending of 25 pounds to equivalent of associate's weight, continual standing, continual walking, sporadic keyboarding, utilization of personal protective equipment (gloves, masks, gowns, boots, etc.).
- 2. Encourages others and works in a safe and healthy manner to prevent injury or illness.

The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.