



RN POSITION DESCRIPTION / PERFORMANCE EVALUATION

Job Title: Registered Nurse

Supervised by: Nurse Manager

Job Summary: Provides direct and indirect patient care. Assesses patient's physical and psychosocial condition appropriately. Communicates with physicians/Nurse Manager/co-workers, as appropriate about changes in patient's clinical condition including results of diagnostic studies and symptomatology. Is able to respond quickly and accurately to changes in condition or response to treatment. Thoroughly documents care by various means.

DUTIES AND RESPONSIBILITIES:

E = Exceeds the Standard

M = Meets the Standard

NI = Needs Improvement

Demonstrates Competency in the Following Areas:

	<u>E</u>	<u>M</u>	<u>NI</u>
Distinguishing and providing care appropriate to different ages and developmental stages.	2	1	0
Adheres to hospital policy and procedures.	2	1	0
Verbalizes positive attitude and loyalty regarding Agency.	2	1	0
Performs and completes assigned tasks.	2	1	0
Accepts and follows directions.	2	1	0
Uses and maintains equipment properly.	2	1	0
Observes Safety rules to prevent accidents.	2	1	0
Maintains a clean and safe environment for patient care.	2	1	0
Demonstrates effective interpersonal and communication skills.	2	1	0
Initiates and/or updates care plans.	2	1	0
Documentation is accurate, appropriate, thorough, and completed in a timely manner.	2	1	0
Attention to detail.	2	1	0
Appearance and dress, including ID, as appropriate to facility.	2	1	0
Punctuality, dependability and attendance.	2	1	0
Demonstrates positive attitude regarding regulatory requirements of position.	2	1	0
Demonstrates initiative to manage self by maintaining license and certifications without expiration.	2	1	0
Recognizes limitations.	2	1	0
Treats patients and families with respect and courtesy.	2	1	0

Demonstrates Competency in the Following Areas:

E **M** **NI**

Exhibits teamwork and cooperation with work group and hospital staff.	2	1	0
Flexible with schedule.	2	1	0
Completes accurate patient assessments and treatments, reports pertinent findings and takes appropriate action.	2	1	0
Administers medications and treatments as ordered.	2	1	0
Evaluates patient response to medications and treatments.	2	1	0
Evaluates patient care through systematic assessment of patient outcomes.	2	1	0
Provides nursing interventions appropriate to patient assessment.	2	1	0

TOTAL

Regulatory Requirements:

- Graduate of an accredited school of nursing.
- Current state Registered Nurse Licensure, within state of practice.
- Current BCLS certification.
- Additional experience or certification may be required of a particular assignment..

Language Skills:

- Able to communicate effectively in English, both verbally and in writing.

Skills:

- Basic computer knowledge.

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I have received, read and understand the Position Description/Performance Evaluation above.

Print Name _____

Signature _____

Date _____

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For Internal Use Only

Prepared by: _____

Approved by: _____

Date: _____

Date: _____

DESCRIPTION OF PHYSICAL DEMANDS

Name:	ADVANCE NURSING
JOB TITLE: Registered Nurse	# HOURS/WORKDAY: 8 / 12
DEVELOPED BY: Gloria Huff	DATE DEVELOPED: 12/9/2005

CHECK APPROPRIATE BOX FOR EACH OF THE FOLLOWING ITEMS TO BEST DESCRIBE THE EXTENT OF THE SPECIFIC ACTIVITY PERFORMED BY THE STAFF MEMBERS IN THIS POSITION

PHYSICAL DEMANDS

On-the-job time is spent in the following physical activities. Show the amount of time by checking the appropriate boxes below:

	— Amount of Time —			
	None	up to 1/3	1/3 to 1/2	2/3 and more
Stand:		x		
Walk:		X		
Sit:		X		
Talk or hear:				x
Use hands to finger, handle or feel:				x
Push/Pull:		x		
Stoop, kneel, crouch or crawl:		x		
Reach with hands and arms:				x
Taste or smell:		x		

This job requires that weight be lifted or force be exerted. Show how much and how often by checking the appropriate boxes below:

	— Amount of Time —			
	None	up to 1/3	1/3 to 1/2	2/3 and more
Up to 10 pounds:				
Up to 25 pounds:				x
Up to 50 pounds:		x		
Up to 100 pounds:				
More than 100 pounds:				

This job has special vision requirements. Check all that apply:

- Close Vision (clear vision at 20 inches or less)
- Distance Vision (clear vision at 20 feet or more)
- Color Vision (ability to identify and distinguish colors)
- Peripheral Vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
- Depth Perception (three-dimensional vision; ability to judge distances and spatial relationships)
- Ability to Adjust Focus (ability to adjust eye to bring an object into sharp focus)
- No Special Vision Requirements

Specific demands not listed: _____

Note: Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

WORK ENVIRONMENT

This job requires exposure to the following environmental conditions. Show the amount of time by checking the appropriate boxes below:

	— Amount of Time —			
	None	up to 1/3	1/3 to 1/2	2/3 and more
Wet, humid conditions (non-weather):	X			
Work near moving mechanical parts:		X		
Fumes or airborne particles:		X		
Toxic or caustic chemicals:		X		
Outdoor weather conditions:		X		
Extreme cold (non-weather):	X			
Extreme heat (non-weather):	X			
Risk of electrical shock:		X		
Work with explosives:	X			
Risk of radiation:		X		
Vibration:		X		

The typical noise level for the work environment is: (Check all that apply)

- Very Quiet
- Quiet
- Moderate Noise
- Loud Noise
- Very Loud Noise

Hearing:

- Ability to hear alarms on equipment
- Ability to hear client call
- Ability to hear instructions from physician/department staff

REPETITIVE MOTION ACTIONS

	— Number of Hours —				
	0	1-2	3-4	5-6	7+
Repetitive use of foot control					
A. Right only					
B. Left Only					
C. Both	X				
Repetitive use of hands					
A. Right only					
B. Left Only					
C. Both		X			
Grasping: simple/light					
A. Right only					
B. Left Only					
C. Both					X
Grasping: firm/heavy					
A. Right only					
B. Left Only					
C. Both		X			
Fine Dexterity					
A. Right only					
B. Left Only					
C. Both					X

