



Job Title: Registered Nurse
Department: Emergency Department (ED)
Classification: Non-Exempt
Reports to: 1. Critical Care Coordinator
2. CNO/VP of Patient Services

Summary

Coordinate total nursing care for patients using Emergency Nursing Standards and the nursing process; participate in patient and family teaching; provide leadership working cooperatively with other health care providers.

Essential Functions

- Utilizes special skill, knowledge and judgment in observing and reporting symptoms and conditions of patients.
- Performs intravenous therapy using intracaths and butterflies. May place type and size according to patient needs and projected therapy.
- Initiates CPR
- Interprets cardiac arrhythmias and initiates therapy following standing orders.
- Dispenses crutches – teaches crutch walking to patient as needed.
- Performs ABGs
- Applies splinting devices following physician's orders
- Assists physician by preparing special trays and equipment and supervises ED inventory of sterile supplies.
- Checks emergency equipment and crash carts once each shift. Checks inventory on a timely basis and orders necessary supplies.
- Assists in triage of patients. Assists in arranging transfers.
- Performs a nursing assessment on each patient including vital signs.
- Does or assists with any procedure in Nursing Care Procedure book.
- Maintains and completes electronic medical record on each patient.
- Monitors telemetry and interprets arrhythmias and provides physician with necessary information. ED, on occasion, will monitor hospital-wide telemetry.
- Performs defibrillation
- May give patient instructions for home care and necessary follow-up.
- Provides crisis intervention with patient and families as needed.
- Explains procedures and purpose of treatment to family and patient.
- Maintains and assures ED automated medication system is correct each shift.
- Assists in quality assurance procedures.

Education/Experience

- Graduate of an accredited school of Nursing and current licensure by the Pennsylvania State Board of Nursing
- CPR required
- ACLS/PALS and Coronary Care Course required within 1 year of hire

- Prefer at least 1 year of medical experience and/or critical care experience
- Prefer experience in IV Therapy
- Prefer experience in Cardiac Monitor with interpretation

Knowledge, Skills and Abilities

- **Required to maintain absolute confidentiality of patient care, patient accounts and hospital related matters.**
- **Required to abide by, and comply with, the provisions of the TAH Corporate Compliance Policy.**
- Required to utilize positive Guest Relations principles in all interactions with patients, families, peers, third party payers and all members of the healthcare team.
- Required to establish and maintain the ability to communicate effectively both verbally and in writing with a variety of socioeconomic, religious and culturally diverse populations of patients, clients, families and the general public in order to gain confidence and cooperation and to establish and maintain contact with facility staff and others.
- Required to abide by, and comply with, established Departmental and TAH policies, procedures and standards.
- Required to establish and maintain acceptable level of attendance.
- Required to perform the duties of the position in a safe and efficient manner.
- Required to assist in maintaining the cleanliness of the work areas.
- Ability to remain calm and perform effectively during critical/emergency situations and pending deadlines.
- Ability to adapt to a wide range of physical and emotional situations and to seek assistance in the application of procedures sufficient to overcome problems.
- Ability to adapt working times or methods and perform effectively in order to meet established, critical deadlines.

Work Environment

Work is performed primarily indoors in a generally acceptable work area. The employee may encounter some potentially adverse conditions due to: direct patient contact, exposure to contagious diseases on a limited basis.

Physical demands include: Constant feeling; Frequent standing, fine manipulation and keyboarding; Occasional lifting/carrying up to 50 pounds, pushing/pulling up to 100+ pounds, balancing, bending, stooping, kneeling, crouching, reaching, handling, grasping and overhead lifting.

Positions Supervised

None



Job Title: Registered Nurse
Department: Intensive Care Unit (ICU)
Classification: Non-Exempt
Reports to: 1. Critical Care Coordinator
2. CNO/VP of Patient Services

Summary

Assume duties of charge nurse of ICU including responsibility for total patient care including that provided by another RN or LPN, supervision of other RN or LPN, functioning of unit in absence of Critical Care Coordinator, knowledge of equipment and procedures and communication between patient, family and physician.

Essential Functions

- Performs venipunctures using intracaths, butterflies, or steel needles according to nursing procedure and infection control procedure and performs ABGs according to procedure.
- Administers medications according to established medication administration policy and procedure
 - Reports medication errors immediately to patient's physician
 - Documents error on Event form before end of shift
- Maintains IV therapy for patients following nursing and infection control policies with knowledge of preparation of solution (Lido, Dopamine, etc.), compatibility of medications and calculating rates of infusion.
- Initiates CPR and directs CODE and personnel until physician arrives, then continues to assign personnel specific duties as needed.
- Performs defibrillation or sets up and assists with cardioversion as outlined in ICU policies and procedures.
- Interprets arrhythmias as present on cardiac monitor and treats accordingly.
- Monitors telemetry and interprets arrhythmias and provides physician with necessary information according to Telemetry policy.
- Does or assists physician in any procedure outlined in ICU and Nursing procedure books which are to be performed by RN (includes knowledge of equipment specific to ICU.)
- Manages patients requiring ventilatory support.
- Provides continual evaluation and documentation of patient's total status and reporting of abnormal findings to physician; this includes continual assessment of patient's condition and all body systems, awareness and assessment of all equipment and its purpose, ability to recognize abnormal findings or warning signs and interpret importance with both patient and equipment.
- Makes frequent patient rounds and assessments of patients.
- Assists in patient care review.
- Transcribes physician's orders and correlates care with other department concerned and with nursing staff to provide total patient care (utilizing the electronic medical record.)
- Makes initial patient assessment and continually reassess patient.
- Develops Plan of Care for patient to comply with physician's orders and policies of hospital and continually updates to include current condition and care and long-range planning, reflecting current standards of nursing practice. Uses the nursing process to include: assessment, planning, implementing and evaluating. Documents within the electronic medical record.

- Completes patient and family teaching to provide knowledge of patient's condition and smooth transition from hospital setting to optimal care of patient. Utilizes Teach Back Process and documents within electronic medical record.
- Provides emotional support to patient and family
- Maintains infection control standards and observes and maintains sanitation, safety and housekeeping regulations.
- Orders supplies to ensure functional ICU.
- Provides accurate and thorough report to oncoming shift and supervisor. Performs bedside report including patient and family with each hand-off.

Education/Experience

- Graduation from an accredited school of Nursing; Current PA licensure by the Pennsylvania Board of Nursing
- Coronary Care Course
- Certification in BCLS and ACLS
- Previous ICU experience preferred

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Positions Supervised

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