



RN ROLE DESCRIPTION ADDENDUM: DEPARTMENT SPECIFIC REQUIREMENTS

Action Requested:	Dept Requirements: New ____ Revised ____	Date completed:
Prepared by:		Contact:
Stakeholder Review: ☐ Cluster Council		Approved: ☐ ONOC

1. GENERAL POSITION INFORMATION:	
CLASSIFICATION/JOB TITLE <i>Registered Nurse, 14A General Surgery</i>	CLASSIFICATION/JOB #
WORKING TITLE (IF OTHER THAN CLASS TITLE) <i>Clinical RN</i>	EMPLOYEE GROUP <i>ONA</i>
POSITION NUMBER	FTE <i>0.9, Full Time, Nightshift (1900-0730)</i>
EMPLOYEE NAME	DEPARTMENT NAME/ORG NUMBER
MISSION GROUP <i>Clinical Enterprise</i>	SUPERVISOR & TITLE
MANAGER/DIRECTOR & TITLE	PROGRAM <i>Transition to Practice (TTP) Residency Program for the Adult Acute, Intermediate, and ED Observation Care Units (AIE)</i>

Qualifications:

The qualifications for the position are the minimum requirements to be eligible for a pre-screen and/or interview. The level of required experience and expertise for each posted position is influenced by the current amount of knowledge and skills of the other nurses in the unit/departments.

Minimum requirements for all RNs:

- Baccalaureate degree in Nursing for external hires; Baccalaureate degree preferred to internal candidates.
- Baccalaureate degree in Nursing awarded from a program accredited by Commission of Collegiate Nursing Education (CCNE), Accreditation Commission for Education in Nursing (ACEN) or Commission for Nursing Education Accreditation (CNEA) by 30 days before the start date.



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- Current unencumbered Oregon RN license by 1 week before the start date.
- Current BLS certification awarded by the American Heart Association (AHA) or Military Training Network branch of AHA by the start date.

Working Conditions:

- Ability to lift, bend, stoop, reach, carry, push, pull and walk throughout the work period. Able to lift 35 lbs independently. Complies with the safe patient mobilization policy when lifting or positioning dependent patients, including using mechanical lifts and coordinating the assistance of other personnel.
- The work environment carries a risk of exposure to human tissue/fluids and radiation.
- Must be able to deal with competing needs and priorities of internal and external customers, including making correct judgments regarding ensuring safe conditions for patients, families, and other personnel.
- Use of all hospital approved clinical equipment. Significant use of computers, copiers, multi-line phones, and fax.
- Must be able to perform the essential functions of the position with or without accommodation.
- Must be able to use all senses: seeing, hearing, touching, smelling, and speaking. Reasonable accommodations include corrective lenses and/or hearing aids.
- OHSU provides reasonable accommodations for applicants with disabilities, by request to the Affirmative Action and Equal Opportunity (AAEO) department at aaeo@ohsu.edu.

**** Department Specific Requirements****

Department Summary:

Unit Vision Statement:

General Surgery (14A) is an acute care unit specializing in major abdominal surgery including but not limited to; colorectal, gastric by-pass, major hernia repairs, Nissens, fistula repairs, and fistula management. The patient population ranges from 18 years of age to the elderly. The patients on 14A are generally moderately unstable and require medical and nursing interventions including; intravenous fluids, tube feedings, symptom management including chronic and acute pain, advanced wound management, respiratory care, antibiotics, remote telemetry, prepping for procedures, and behavioral and/or crisis management. The registered nurses who work on 14A also have extensive knowledge in wound management, including fistulas and negative-pressure wound therapy, and ostomy care.

14A is the designated acute care unit for Weight Loss Surgery patients. 14A is part of the continuum of care for the Surgical Weight Reduction Center at OHSU which is the premier bariatric surgery center for the treatment of obesity in Portland, Oregon.



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Patient Populations:

- General Surgery: colorectal, hernia repair, Nissen, fistulas, pain and symptom management
- Weight Loss Surgery: wound care, pain and symptom management

Department Specific Working Conditions:

- Exposure to and isolatable conditions for which staff is provided education and protective equipment to minimize risk.

Department Specific Requirements:

- Completion of a practicum, immersion or capstone within the last 12-months.
- BLS must not expire during the TTP Program.
- A minimum score of *11/18* on OHSU Nurse Interview Evaluation Tool.
- Successful completion of the TTP program necessitates attendance during all learning activities.
 - ☐ External Candidates: Vacation, paid or unpaid leave requests up to 8-weeks from the start date are not permitted. All other vacation, paid or unpaid leave requests are subject to compliance with the Collective Bargaining Agreement between ONA and OHSU.
 - ☐ Internal Nurse Candidates: All vacation, paid or unpaid leave requests are subject to compliance with the Collective Bargaining Agreement between ONA and OHSU. Pre-scheduled vacations or leave plans must be disclosed prior to consideration for hire to determine the start date.

Department Specific Preferences (competencies, certifications, student placements, quality matching, etc.):

- National certification in the specialty area is desired.
- Minimum of 1 year of medical/surgical nursing experience.

Individualized Orientation:

- Residency Program for New Graduate Nurses entering the profession: 6-8 weeks.
- Specialty Fellowship Program for Experienced Nurses transitioning to a new specialty-population: 3-8 weeks.
- Residency Program and Specialty Fellowship Program Schedule:
 - Group-based, self-directed, and preceptorship shifts are integrated weekly for up to 40 hours per week.
 - *Group-based sessions:* Monday-Friday 0800-1700 (8-hour shifts) or 1500-1900 (4-hour shifts).



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- *Self-directed shifts:* Monday-Sunday all-hours up to 8-hours a week.
- *Preceptorship shifts:* Assigned based on preceptor team schedules during Monday-Sunday 0700-1930, 1900-0730, 0700-1530, 1500-2330, or 1900-0330. Transition to hired shift is based on unit readiness and the completion of group-based sessions.
- Fellowship for Experienced Nurses transitioning to a specialty-population that is related to their experience: 2-4 weeks. Program schedule is variable.
- Resource Nurses: Program schedule is variable.

SIGNATURES/APPROVALS

My signature denotes that the RN Clinical Role Position description and Department Specific Requirements is an accurate and correct statement of the essential functions, responsibilities, and requirements assigned to this position.

EMPLOYEE NAME (PRINT):		MANAGER SUPERVISOR NAME (PRINT):	
EMPLOYEE SIGNATURE:		MANAGER SUPERVISOR SIGNATURE:	
DATE:		DATE:	