



RN ROLE DESCRIPTION ADDENDUM: DEPARTMENT SPECIFIC REQUIREMENTS

Action Requested:	Dept Requirements: New ____ Revised ____	Date completed:
Prepared by:		Contact:
Stakeholder Review: <input type="radio"/> Cluster Council		Approved: <input type="radio"/> ONOC

1. GENERAL POSITION INFORMATION:	
CLASSIFICATION/JOB TITLE <i>Registered Nurse, 7A Medical Intensive Care Unit</i>	CLASSIFICATION/JOB #
WORKING TITLE (IF OTHER THAN CLASS TITLE) <i>Clinical RN</i>	EMPLOYEE GROUP <i>ONA</i>
POSITION NUMBER	FTE
EMPLOYEE NAME	DEPARTMENT NAME/ORG NUMBER
MISSION GROUP <i>Clinical Enterprise</i>	SUPERVISOR & TITLE
MANAGER/DIRECTOR & TITLE	PROGRAM <i>Transition to Practice (TTP) Program for the Adult Intensive Care Unit</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.
- Current unencumbered Oregon RN license by 1 week before the start date.



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- 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: (May pull from staffing plan)

Unit Vision Statement:

The Medical Intensive Care Unit (MICU) strives to provide the highest level of nursing care to our patients and families to ensure positive patient outcomes through evidence-based nursing practice, all within the setting of a healthy work environment.

The MICU utilizes a multidisciplinary team approaches the care we provide to our patients: 40kg weight minimum, age generally not less than 16 years with no upper age limit.

Patient Populations:

- Severe Septic Shock
- Acute Respiratory Distress Syndrome (ARDS)
- Diabetic Ketoacidosis (DKA)
- Organ Failures
- Bone Marrow Transplant
- Post Cardiac and Respiratory Arrest
- Alcohol and drug withdraw



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- Patients also may present with extensive preexisting co-morbidities requiring the services of teams such as Nephrology, Pain Service, Infectious Disease, etc.

Department Specific Working Conditions:

- May be required to provide continuing care and monitoring of patients in locations outside of MICU including MRI, CT, Nuclear Medicine, Ultrasound, and Radiology.
- Required to keep up to date with departmental communications and education/training.
- Required to float to intensive care units within the critical care cluster (after appropriate orientation).

Department Specific Requirements:

- Residency Program: Completion of 180 hours of direct-patient care in an adult emergency department practicum, immersion or capstone within the last 12-months.
- Specialty Fellowship: 2-years of current nursing experience in adult acute care, adult intermediate care, emergency department observation, and adult emergency department.
- Fellowship: 1-year of nursing experience in the intensive care unit.
- BLS must not expire during the TTP Program.
- External Candidates: Current ACLS certification awarded by the American Heart Association (AHA) or Military Training Network branch of AHA by the start date.
- External Candidates: ACLS 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 18-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 preferred (e.g. CCRN).
- A self-reflective, self-directed learner who achieves progressive growth.
- Identify gaps in knowledge and initiate seeking resources to identify and manage risks, practicing safely with a wide variety of patient populations.
- Able to advance the plan of care when there is a lack of continuity of patient assignments
- Excellent time management.
- Self-management



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- ☐ “The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth” (ANA, 2015).
- Integrate into a diversity of team cultures, including:
 - ☐ Speaking up about questionable assignments, identifying alternatives.
 - ☐ Inquiring about performance improvement changes.
 - ☐ Actively participating in huddles.
 - ☐ Seeking resources to support completion of work when going to float to another unit within the shift.

Individualized Orientation:

- Residency Program for New Graduate Nurses entering the profession: 14-18 weeks.
- Specialty Fellowship Program for Experienced Nurses transitioning to a new specialty-population: 10-14 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).
 - *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 and 1900-0730. 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: 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:	