



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, 9KPV Orthopedics & Spine</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



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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.
- 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:

Orthopedic Nursing at OHSU strives to progress the patient's care and set patients on a course for improved quality of life. We partner closely with the interdisciplinary team to provide a high standard of evidence-based care with an emphasis on patient comfort, safety and education.

We are the Adult Orthopedic and Spine Inpatient Care Unit for OHSU. Our primary teams are Orthopedics, Neurosurgery Spine, Hospitalist, Internal Medicine, Family Medicine and Trauma. We collaborate with PT/OT, Dietitians, Pharmacy, Social Work, Case Management, Speech and Language Pathologists and other members of the multidisciplinary health care team to provide exceptional care for our patients.

Our unit has 26 private beds and provides care for our elective surgical and non-elective surgical orthopedic and spine patients.

Patient Populations:



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- Orthopedics: Elective total joint replacements and resurfacings, ortho trauma conditions including fracture repair, tumor removal, complex joint infections and osteomyelitis, amputations and treatment of congenital orthopedic conditions
- Ortho Spine and Neuro Spine: Elective and emergent spine surgeries
- Hospitalist/Internal Medicine/Family Medicine: hip fractures, complex comorbid orthopedic patients

Department Specific Working Conditions:

- Exposure to 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.):

- Clinical placement experience in a high-level acuity medical facility.

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:	