



## RN ROLE DESCRIPTION ADDENDUM: DEPARTMENT SPECIFIC REQUIREMENTS

<b>Action Requested:</b>	<b>Dept Requirements:</b> New___ Revised <u>X</u>	<b>Date completed:</b>
<b>Prepared by:</b>	<b>Stephanie Milstein, Nurse Manager</b>	<b>Contact:</b>
<b>Stakeholder Review:</b> <input type="radio"/> Cluster Council		<b>Approved:</b> <input type="radio"/> ONOC

<b>1. GENERAL POSITION INFORMATION:</b>	
<b>CLASSIFICATION/JOB TITLE</b> <i>Registered Nurse, Emergency Department Observation Unit</i>	<b>CLASSIFICATION/JOB #</b>
<b>WORKING TITLE (IF OTHER THAN CLASS TITLE)</b> <i>Clinical RN</i>	<b>EMPLOYEE GROUP</b> <i>ONA</i>
<b>POSITION NUMBER</b>	<b>FTE</b> <i>0.9, Full Time, Nightshift (1900-0730)</i>
<b>EMPLOYEE NAME</b>	<b>DEPARTMENT NAME/ORG NUMBER</b>
<b>MISSION GROUP</b> <i>Clinical Enterprise</i>	<b>SUPERVISOR &amp; TITLE</b>
<b>MANAGER/DIRECTOR &amp; TITLE</b> <i>Stephanie Milstein, MN RN</i> <i>Nurse Manager</i> <i>ED Observation</i>	<b>PROGRAM</b> <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.
- Current ACLS 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](mailto:aaeo@ohsu.edu).

### **\*\* Department Specific Requirements\*\***

#### **Department Summary:**

The Emergency Observation Unit at OHSU consists of 16 beds; 8 beds are located on 6B with the remaining 8 beds on 5B. The ED Obs staff work as part of an interdisciplinary care team to provide individualized family centered care for adult patients age 15 years or older that are determined to need ongoing monitoring and care under the observation patient classification. We provide care for adult patients whose time in the hospital for medically necessary care is expected to span less than two midnights.

The Registered Nurse (RN) is responsible for assessing and providing direct patient care, delegating appropriate care to the Certified Nursing Assistant staff (CNA), and working collaboratively with the Advanced Practice Providers (APP) and ED Attending Physicians. The RN provides care consistent with evidence based practices. The RN is responsible for participating in continuous improvements in our unit to increase the value of care we provide our patients. In the shared governance system, the RN is also responsible for helping grow the nursing profession and guiding the future direction of the unit.



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### *Patient Populations:*

- Trauma: Spinal precautions, Big 1 patients, poly trauma
- Neurological: TIA and stroke rule out
- Cardiology: STEMI/NSTEMI/ACS rule out, syncopal events, ZIO patch placement
- Endocrinology: Insulin drip for acute diabetic events
- Pulmonary: Pneumonia, seasonal influenza
- Infectious process: Cellulitis, wound care, short term IV antibiotics

### **Department Specific Working Conditions:**

- Responsible for patient telemetry reading and interpretation, venipuncture and peripheral IV access.

### **Department Specific Requirements:**

- Completion of a practicum, immersion or capstone within the last 12-months.
- BLS must not expire during the TTP Program.
- Current ACLS certification awarded by the American Heart Association (AHA) or Military Training Network branch of AHA by the start date.
- 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 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.):**

- Certification in specialty (PCCN or CMSRN) when deemed qualified by hourly requirement.
- Previous experience in adult acute care unit, Emergency Department, or Observation Unit.
- Electronic Health Record (EHR) documentation experience (i.e., Epic, etc)



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### 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).
    - *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.**

<b>EMPLOYEE NAME (PRINT):</b>		<b>MANAGER SUPERVISOR NAME (PRINT):</b>	
<b>EMPLOYEE SIGNATURE:</b>		<b>MANAGER SUPERVISOR SIGNATURE:</b>	
<b>DATE:</b>		<b>DATE:</b>	