



Clinical RN Role Description

Action Requested:	New position ____ Revised position ____	Date completed:	
Prepared by:		Phone:	

Note: Employees must be able to perform the essential functions of the job with or without reasonable accommodations. All individuals with disabilities are encouraged to seek reasonable accommodation.

1. GENERAL POSITION INFORMATION:			
CLASSIFICATION/JOB TITLE Registered Nurse		CLASSIFICATION/JOB #	
WORKING TITLE (IF OTHER THAN CLASS TITLE) Clinical RN		EMPLOYEE GROUP	
		SEE DEPARTMENT/DIVISION SPECIFIC ADDENDUM	
POSITION NUMBER			
EMPLOYEE NAME		DEPARTMENT NAME/ORG NUMBER	
MISSION GROUP Clinical Enterprise		SUPERVISOR & TITLE	
MANAGER/DIRECTOR & TITLE			

2. POSITION SUMMARY

The OHSU Clinical registered nurse (RN) provides compassionate, evidence-based, and efficient care to individuals, families, communities and patient populations. The Clinical RN's care delivery is consistent with the Oregon Nurse Practice Act, the American Nurses Association (ANA) Scope and Standards of Practice, and the ANA Code of Ethics. The Clinical RN demonstrates the professional role obligations of scientist, leader, practitioner, and knowledge transferor [Onsombé Model of the Professional Role™]. Professional accountability enriches the Clinical RN's engagement as a leader in promoting an inter-professional culture of collaborative decision-making, innovation, life-long learning, and teamwork. The Clinical RN exemplifies the principles of a Culture of Safety by committing to a Just Culture, a Reporting Culture, Learning Culture, and an Engaged Informed Culture.

OHSU Mission

Improve the health and well-being of people in Oregon and beyond. We strive to realize this vision through partnerships that will make us a national leader in health and science innovation.

OHSU Nursing Vision

As professional nurses, we partner with our community and each other to provide innovative, compassionate and excellent patient-centered care.

OHSU Core Competencies

OHSU Core Competencies are the knowledge, skills and behaviors that create the culture that facilitates advancing our nursing mission and vision. Our culture is what differentiates the experience of those we serve. For OHSU to be successful, we need to demonstrate and continually strengthen these core competencies through the work we do.

- Teamwork, Collaboration & Inclusion: Every person matters.
- Organizational Perspective: We are all connected.
- Performance Results: We work hard to make great things happen.
- Personal Effectiveness: We are strong in character.
- Clinical Enterprise: We make a difference

Nursing's Independent Scope of Practice: ANA Social Policy Statement, 3rd edition



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Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, facilitation of healing, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, communities, and populations.

3. KEY RESPONSIBILITIES: *Essential functions indicate those key responsibilities that meet one or more of the following descriptors: (1) the position exists to perform the function, (2) the number of employees available to perform the function is limited, (3) the function is so highly specialized that the person is hired for his/her expertise or ability to perform the function. The percentage of duties must equal 100%*

<u>Key Responsibilities & Performance Standards</u>	<u>% of duties</u>	<u>Essential Function (Y/N)</u>
I. Scientist	25%	Y
A. Evaluates knowledge of self and others: 1. Evaluates own knowledge and nursing practice in relation to professional practice standards and evidence-based knowledge in consultation with peers and colleagues. 2. Evaluates knowledge and nursing practice of peers in relation to professional practice standards and evidence-based knowledge and provides feedback that enhances their growth and development.		
B. Identifies complexities within OHSU systems and participates in resolving barriers to effective, efficient, and fiscally responsible care delivery.		
C. Evaluates patient outcomes against nurse-sensitive indicators and participates in raising the standard of nursing practice when results are below benchmark.		
II. Leader	25%	Y
A. Uses an evidence-based decision making process to determine the patient's priority goals and care activities: 1. Gathers pertinent information from patient and others to establish relevant data base about the patient and the patient's condition. 2. Determines changes in the patient's condition and stability based on clinical parameters, population data, and nursing knowledge and evidence. 3. Uses a population and evidence based approach to determine the patient's individualized priority goals and care activities in relation to: Nursing's independent scope of practice (safety, comfort, hygiene, restorative measures, and health promotion); and in relation to the interdisciplinary plan of care 4. Evaluates the effectiveness of the plan of care by evaluating the patient's response, outcomes, and changes in stability and makes recommendations for modifications to the plan of care.		
B. Speaks up immediately about concerns regarding assigned responsibilities and available resource.		
III. Practitioner	25%	Y
A. Develops a therapeutic relationship with patients and families.		
B. Assigns and supervises tasks consistent with other caregivers' scope of practice or job responsibilities, adhering to standards, regulations, and role expectations including self-care and collaborative teamwork.		
C. Implements direct and indirect nursing care consistent with evidence-based practices, healthcare policies and procedures, scope and standards of practice, and Nursing's Code of Ethics.		
IV. Knowledge Transfer	25%	
A. Collaborates with the patient/family in developing a teaching plan to meet learning needs. Effectively transfers information about disease, health, treatment plan and recovery to patient, family and documents teaching and plan in the electronic record.		
B. Communicates evaluation of patient's stability, progress, discharge plan and recommendation for continuity of the medical and nursing plan to other members of the health care team, including accurate and timely documentation in the patient's electronic record.		



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C. Effectively transfers knowledge to other members of the team to support the safety of their practice, while maintaining caring and compassionate relationships with all healthcare team members.

4. SUPERVISORY RESPONSIBILITIES:	Direct	Indirect
Number of employees this position supervises:	0	0

5. **FISCAL RESPONSIBILITIES:** Select the item below that most closely matches the level of supervisory and fiscal responsibility:

	Monitors expenditures against departmental budget; prepares necessary documentation for supervisor review/approval; tabulates budgetary data, calculates figures, and checks for accuracy.
	Analyzes departmental budgetary data, verifies figures, and develops budget proposals; recommends allocation of budgetary funds.
	Has full responsibility for departmental planning, forecasting and final approval of budget. Indicate estimated budget amount: \$
X	None of the above.

6. **QUALIFICATIONS:** As part of the qualifications requirement, the following Core Competencies are expected of all OHSU employees regardless of their position within the organization.

INCLUSION, COLLABORATION & TEAMWORK	Leading Self <ul style="list-style-type: none"> • Can be candid with peers • Fosters open, honest dialogue • Practices active listening • Steps up to conflicts, seeing them as opportunities • Seeks to understand others' points of view • Shares wins and successes with others • Speaks respectfully of others • Acts as a team player and is cooperative • Gains trust and support of peers • Is easy to approach and talk to • Is easy to get to know to those who interact with him/her regularly • Demonstrates sensitivity to individual differences, needs, and experiences of others in the workplace • Demonstrates commitment to inclusion and cultural competence through daily interaction with others
ORGANIZATIONAL PERSPECTIVE	Leading Self <ul style="list-style-type: none"> • Establishes and maintains effective relationships with his/her customers and gains their trust and respect • Can figure out processes necessary to get things done • Considers the impact of his/her behavior and decisions on others in the organization • Identifies and addresses or escalates safety and security concerns • Aligns individual development activities and/or performance improvement work with the strategic vision of OHSU
PERFORMANCE RESULTS	Leading Self <ul style="list-style-type: none"> • Is action oriented • Demonstrates personal accountability, holding self to high performance standards • Makes sound decisions • Learns quickly when facing new problems • Seeks feedback • Acknowledges and appreciates others' feedback when concerns are identified by others • Knows personal strengths, weaknesses, opportunities and limits • Participates in continuous development of knowledge, skills and abilities that drives ongoing performance excellence
PERSONAL EFFECTIVENESS	Leading Self <ul style="list-style-type: none"> • Engages in effective safety, security, and emergency preparedness practices • Can be counted on when times are tough • Is direct and truthful • Admits mistakes and shortcomings • Raises concerns that may be unpopular • Adapts to changes in work assignments and work flow • Seeks new information and adapts behavior and work methods in response to changing conditions • Is comfortably coachable
CLINICAL ENTERPRISE	Recognizes and embraces role in promoting an organization that creates positive patient experiences • Is able to relate role responsibilities to OHSU's goals in achieving patient outcomes • Demonstrates fiscal responsibility through actions; recognizing impact, whether



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	directly or indirectly, on cost effectiveness and patient financial outcomes • Manages his/her emotional responses, demonstrating self-awareness and insight (e.g., manages anger and/or anxiety when interacting with others) • Demonstrates assertiveness in speaking up and reporting systems issues, variations from standard work or concerning behaviors to ensure the safest possible environment for patients and team members.
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7. DEPARTMENT SPECIFIC REQUIREMENTS	% of duties	Essential Function (Y/N)
See Unit/Department/Division Specific Requirements Addendum		

Qualifications	Required
Education:	External Applicants: Baccalaureate Degree in Nursing 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) * Current OHSU employees: BSN preferred*
Job Related Knowledge, Skills and Abilities (Competencies):	Communication skills including fluency in oral and written English. Basic computer skills including the ability to send/receive email, navigate information technology associated with the position, and use Electronic Health Record information and tools.
Registrations, Certifications and/or Licenses:	Current unencumbered Oregon RN license. Current BLS certification issued by the American Heart Association or the Military Training Network
Compliance:	- Code of conduct - Respect in the workplace - Applicable policies, procedures and agreements related to position, department or OHSU as a whole

9. SIGNATURES/APPROVALS

My signature denotes that this position description is an accurate and correct statement of the essential functions, responsibilities and requirements assigned to this position.

	Type Name	Signature	Date
EMPLOYEE			
MANAGER SUPERVISOR			

SIGN DEPARTMENT/DIVISION SPECIFIC ADDENDUM

Please attach a current organizational chart if available.

Forward the electronic copy of the Position Description to Compensation and retain the signed copy at the departmental level.