**RN ROLE DESCRIPTION ADDENDUM:**
**DEPARTMENT SPECIFIC REQUIREMENTS**

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| **Action Requested:** | **Dept Requirements: New___ Revised ___** | **Date completed:** |
| **Prepared by:** Emily Palmquist | | **Contact:** |
| **Stakeholder Review:** o ? | | **Approved:** o ONOC |

| 1. **GENERAL POSITION INFORMATION:** | | |
|---|---|---|
| **CLASSIFICATION/JOB TITLE** *Registered Nurse, Pediatric Float Pool* | | **CLASSIFICATION/JOB #** |
| **WORKING TITLE** (IF OTHER THAN CLASS TITLE) *Clinical RN – Pediatric Float Pool* | | **EMPLOYEE GROUP** *ONA* |
| **POSITION NUMBER** | | **FTE** *0.9, Full Time, Nightshift (1900-0730)* |
| **EMPLOYEE NAME** | | **DEPARTMENT NAME/ORG NUMBER** |
| **MISSION GROUP** *Clinical Enterprise* | | **SUPERVISOR & TITLE** |
| **MANAGER/DIRECTOR & TITLE** *Paula Bennett, Nurse Manager 2* | | **PROGRAM** *Transition to Practice (TTP) Residency & Specialty Fellowship Program for the Neonatal & Pediatric Critical Care* |

**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.

- 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*:

OHSU Specialty Pediatric Float Pool nurses provide high-quality, innovative and compassionate family-centered nursing care. Pediatric Float Pool nurses support pediatric acute and critical care units (in some cases also Mother-Baby, pediatric Emergency Department, and pediatric PACU). Pediatric Float Pool nurses support these units for selected planned and unplanned absences and for other staffing deficits.

*Patient Populations*:

- Surgical: services include Ortho, general surgical (appendectomy, pyloromyotomy), Cardiac (post-op, cardiac cath), ENT, Plastics, Urology, new diagnosis Type 1 Diabetes Mellitus. Exception: pulmonary hypertension patients on continuous prostacyclins.
- Medical: all patients with exception of patients on malnutrition protocol
- Intermediate Care: post-op neurosurgical (craniotomy, VP shunt revision, EVDs), renal (post-transplant, HUS), trach/vent patients. Exceptions: research patients, bolts, pressure lines, or peritoneal dialysis.

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- Hematology/Oncology: all patients with exception of post-bone marrow transplant patients
- Critical Care: patients with floor status orders or transfer orders awaiting placement, patients requiring PICU level care; exceptions: patients on vasoactive drips, post-op cardiac patients, withdrawal of care.
- Neonatal Critical Care: newborns with O2 needs including bubble CPAP, umbilical lines; exceptions are ventilated patients, patients with invasive monitoring, on cooling protocol, on micropremie protocol, requiring exchange transfusions, or undergoing laser procedures or ROP surgeries.

**Department Specific Working Conditions:**

- Float to a variety of assigned units; sufficient time management, flexibility, and prioritization skills to float up to every 4 hours if necessary
- Required to keep up to date with departmental communications by e-mail and mailbox since there is no physical location for the "home" unit
- May be required to provide continuing care and monitoring of patients in locations off-unit to meet patient specific needs.

**Department Specific Requirements:**

- 2.5 years recent pediatric RN experience with ages 0-18 years in a high-acuity pediatric setting
- PALS and NRP certifications
- 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 X-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.):**

- 5 years pediatric RN experience in a high-acuity pediatric setting
- CPN certification or other applicable pediatric specialty certification
- Experience in a float pool

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- Quality Matching:
  - 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 plan of care when there is a lack of continuity of patient assignments
  - Excellent time management
  - Integrate into a diversity of team cultures, including:
    - Speaking up about questionable assignments, identifying alternatives
    - Inquiring about performance improvement changes
    - Actively participating in huddles
    - Helping secure break coverage for self and others
    - Seeking resources to support completion of work when going to float to another unit within shift
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**Individualized Orientation:**

- Residency Program for New Graduate Nurses entering the profession: N/A
- Specialty Fellowship Program for Experienced Nurses transitioning to a new specialty-population: 10-12 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 1300-1700 (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: 4-5 weeks. Program schedule is variable.
- Resource Nurses: Program schedule is variable.

| **SIGNATURES/APPROVALS**<br>**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:** | |

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|---|---|---|---|
| **DATE:** | | **DATE:** | |