



## JOB DESCRIPTION

**Job Title:** Registered Nurse (RN) - MCMC

**Department:** Nursing/Acute Care & Emergency Room

**Reports To:** Director of Nursing (DON)

### Position Summary:

The RN is responsible for managing the patient care of a varying group of patients in accordance with the mission and policies of this facility. The RN will care for acute patients as well as patients who present to the Emergency Room (ER). The RN uses critical thinking skills to provide care for patients of varying age and acuity including Trauma, MI, CVA, OB/GYN emergencies and other medical/surgical conditions. The RN performs triage to determine acuity and implements an individual plan of care. Management of patients in the ED includes use of critical care skills including drip management, respiratory management, and other intensive monitoring skills. The ED RN must work in a collaborative fashion with EMS and Physicians to provide quality care in the continuum of patient care. In addition, effective communication skills are essential between the ED and receiving facilities to provide optimal patient care.

### Qualifications and Requirements:

1. License and Certifications Required:
  - Must be a Registered Nurse in good standing and currently licensed by the State of North Dakota
  - American Heart Association BLS certification
  - ACLS, PALS, and TNCC certifications within one year
2. Educational Requirements:
  - Graduate of an accredited school of nursing
  - Must be able to read, write, understand, and communicate in English with residents, staff, vendors, consultants, and support agencies and specifically be able to understand and instruct nursing services personnel and follow written and oral directions.
3. Experience Requirements:
  - Must be at least 18 years of age.
4. Special Skills or Training:
  - Current knowledge and skills appropriate to age/type of patient population served
  - Knowledgeable and sensitive to patients' rights in the delivery of care
  - Ability to communicate in a clear concise manner appropriate to the developmental age of the patient
5. Physical Requirements:
  - Lifting: up to 80 pounds
  - Standing: 7 or more hours per shift
  - Walking: 7 or more hours per shift
  - Reaching: 5 or more hours per shift
  - Grasping: 7 or more hours per shift
  - Hand Coordination: 7 or more hours per shift
  - Pushing & Pulling: 6 or more hours per shift
  - Ability to Distinguish Smells, Tastes, and Temperatures
  - Ability to See Call Lights and Hear and Respond to Pages
  - Ability to Remain Calm Under Stress

**Essential Duties and Responsibilities:**

1. Ensure patient safety while performing all duties and responsibilities.
2. Communicate effectively verbally and in writing.
3. Implement the nursing process with patients to include carrying out physician's orders regarding diet, medication and treatment in accordance with hospital policy, ND State Board of Nursing and ND Nurse Practice Act.
4. Perform assessments and treatments accurately, completely and safely; monitor and ensure quality care through observation and assessment; document nursing assessment and interventions in medical record and report findings to providers as needed.
5. Instruct patients, staff and family members regarding treatments, nursing plans and related patient care directed towards a safe discharge.
6. Respond to emergencies; maintain availability of medications and supplies; ensure cleanliness of equipment and environment.
7. Ensure that established Universal Precautions, Infection Control, Isolation, Fire, Safety, Sanitation and other facility policies and procedures are maintained and followed.
8. Utilize triage process and assessment skills to determine patient needs and condition upon admission to Emergency Room and/or Acute Care.
9. Effectively collaborate with other health team members in planning and providing care.
10. Distribute and maintain records of controlled drugs and ensure their security.
11. Report all accidents and incidents appropriately.
12. Know and comply with Patients'/Residents' Rights rules and promptly report patient/resident/family complaints appropriately.
13. Ensure patients/residents are free from abuse, mistreatment and neglect. Report any such instance appropriately.
14. Attend and participate in orientation, unit/facility training, mandatory education, in-services, staff meetings, and education courses as instructed to further improve knowledge and skills.
15. Maintain patient/resident confidentiality.
16. Demonstrate adaptability to changes in technology and in the healthcare environment.
17. Demonstrate strong commitment to customer service.
18. Treat Patients, Residents, Visitors and Co-workers with kindness, dignity and respect at all times.
19. Promote teamwork; encourage others to work to the best of their ability; assist with training of new co-workers, if needed.
20. Have a positive attitude; be willing to accept change; follow facility rules, regulations and job assignments; accept suggestions well for work improvement; perform well with minimum supervision; do what is requested without complaint; cooperate with supervisor and show respect at all times; speak well of company and job.
21. Lack of absences and tardiness; request changes to schedule infrequently; give timely notice of absences; take allowed time for breaks; willingly come in when called.
22. Follow company dress code.

I understand this job description and its requirements; I understand that this is not an exclusive list of the job functions and that I am expected to complete all other duties as assigned; I understand the functions may be altered by management without notice; I understand that this job description in no way constitutes an employment agreement and that I am an at-will employee.

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Employee Signature

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Date