

# Job Description - Employee

<b>Job Code:</b>	B745	<b>Title:</b>	Registered Nurse II		
<b>Grade:</b>	22	<b>Exempt/Non-Ex:</b>	Non-Ex	<b>Salary Plan:</b>	NRS
<b>Career Path:</b>	C08	<b>Level:</b>	03	<b>CID Code:</b>	RN & LPN/ROYB
<b>Company:</b>	Select	<b>Dept. ID:</b>	Multi	<b>Dept Name:</b>	
<b>Reports to Job Code:</b>		<b>Reports to Title:</b>			
<b>Analyst:</b>		<b>Approval Date:</b>	07/14/2016		
<b>Physical Demands Form Updated/Completed:</b>		<input type="checkbox"/> Please check to acknowledge update/completion. <a href="#">Go To Physical Demands Form</a>			
<b>Summary Description:</b>					
<p>One to three paragraphs describing job function. In addition to job qualifications this will be used for posting. This section should include tie to line of sight and employee engagement – how this job relates to our vision and mission. (Do not use bulleted text.)</p> <p>Under the general supervision of the Nurse Manager/Assistant Nurse Manager, the registered nurse practices within the Professional Practice Model, the MA Nurse Practice Act, ANA Standards of Practice and Code of Ethics and demonstrates Baystate Health's core values. The registered nurse demonstrates the knowledge and skills necessary to provide expected standards of care based on physical, psychosocial, cultural, educational spiritual, safety and age-appropriate considerations of patients. The registered nurse assumes responsibility for the patient's plan of care and is held accountable for decisions specific to assessment, planning, implementation and evaluation of the plan of care. The registered nurse provides care directly to patients and in collaboration with other health care team members. The registered nurse maintains a current level of knowledge and skill with technical procedures as defined by the nursing specialty organization, complies with all regulations and standards of regulatory and accrediting bodies and is currently licensed in the state of Massachusetts as a registered nurse.</p> <p>Adheres to system and department compliance policies, and any and all applicable laws and regulations. Performs other duties as assigned.</p>					
<b>Job Requirements:</b>					
Expansion of the summary description. Specific job related responsibilities that will be used to measure performance. Please check which job responsibilities are "Essential Functions" as defined by the Americans With Disability Act. <a href="#">View ADA Requirements</a>				Essential Function?	% of Time
1.	Demonstrates organizational skills that maintain safe delivery of the standard of care for assigned patients/families; manages own assignment by delegating effectively based on patient needs and skills of team members. Administers medications and treatments according to policy/procedure.			☒	
2.	Conducts accurate age appropriate, clinical assessments; identifies and prioritizes patient/family strengths, needs and priorities; develops, implements and evaluates the patient's individualized plan of care. Documents all assessments according to policy.			☒	
3.	Recognizes acute changes in patient status and intervenes appropriately.			☒	
4.	Develops a comprehensive educational plan for the patient/family, utilizing appropriate resources and documents accordingly.			☒	
5.	Adheres to practice guidelines specific to the care setting: a) utilizes standards, policies and procedures to support clinical decision making b) seeks guidance from appropriate resources c) demonstrates knowledge of performance improvement initiatives.			☒	
6.	Demonstrates caring practices that create a compassionate, supportive, and therapeutic environment for patients and staff, with the aim of promoting comfort and healing and preventing unnecessary suffering.			☒	

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7.	Demonstrates respect for patient/family dignity and privacy in all patient/family interactions. Establishes and maintains mutual trust within the nurse-patient/family relationship, engages patient/family participation in care.	<input checked="" type="checkbox"/>			
8.	Addresses patient experience concerns promptly and objectively. Escalates to leadership as needed.	<input checked="" type="checkbox"/>			
9.	Recognizes ethical dilemmas within ones practice area and uses available resources to intervene effectively.	<input checked="" type="checkbox"/>			
10.	Develops a comprehensive discharge plan utilizing appropriate resources and referrals including community resources; communicates plan and collaborates with the patient/family regarding discharge plans.	<input checked="" type="checkbox"/>			
11.	Actively participates in interdisciplinary patient care rounds. Documents plan and communicates to patients.	<input checked="" type="checkbox"/>			
12.	Participates in unit/housewide performance improvement initiatives.	<input checked="" type="checkbox"/>			
13.	Successfully completes annual competencies and mandatory education requirements.	<input checked="" type="checkbox"/>			
14.	Participates in shared governance and unit decision making.	<input checked="" type="checkbox"/>			
15.	Demonstrates progress in meeting personal and professional goals.	<input checked="" type="checkbox"/>			
16.	Respects diverse views and approaches, and contributes o maintaining an environment of professionalism, tolerance, civility and acceptance toward all employees, patients, and visitors.	<input checked="" type="checkbox"/>			
17.		<input type="checkbox"/>			
18.		<input type="checkbox"/>			
19.		<input type="checkbox"/>			
20.		<input type="checkbox"/>			
<b>Qualifications</b>		Unless otherwise required by certification, licensure, or registration, an equivalent combination of education and experience which provides proficiency in the areas of responsibility listed in this description may be substituted for the minimally required education and/or experience listed in the Qualifications section below.			
<b>Minimally Required Education:</b> <i>If none required select "none required".</i>		<b>Preferred Education:</b>			
Associate's Degree In Nursing		Bachelor's Degree In Nursing			
<b>Minimally Required Experience:</b> <i>If none required select "none required".</i>		<b>Preferred Experience:</b>			
Must have two (2) or more years of clinical experience as an RN. Any exception must be approved by the CNO.					
<b>Skills/Competencies:</b>					
Baystate Health required competencies per department.					
<b>License:</b>	RN	State MA	<b>Required/Preferred?</b>	Required	
<i>Please provide industry accepted acronym &amp; description. i.e. CDL – Commercial Driver's License and State Requirement (MA or CT).</i>		State	<b>Required/Preferred?</b>		
		State	<b>Required/Preferred?</b>		
		State	<b>Required/Preferred?</b>		
<b><i>Any job requiring CPR must have a minimum of Health Care Provider CPR training (CPR and AED) unless otherwise specified in the Certification section.</i></b>					
<b>Certification:</b>	BLS	State	<b>Required/Preferred?</b>	Required	
<i>Please provide industry accepted acronym &amp; description. i.e. CPR – Cardiopulmonary Resuscitation and State Requirement (MA or CT)</i>		State	<b>Required/Preferred?</b>		
		State	<b>Required/Preferred?</b>		
		State	<b>Required/Preferred?</b>		