

TITLE: Registered Nurse

JOB SUMMARY:

The Registered Nurse, under the direction of the Nurse or department Manager, is responsible for the development and implementation of direct patient care under the provisions of the Mass. State Practice Act. The Registered Nurse utilizes the nursing process and collaborates with the other health care disciplines to deliver holistic patient care to patients of all ages. The Registered Nurse assesses and delegates appropriate assignments to assigned unlicensed personnel.

PRIMARY JOB RESPONSIBILITIES AND DUTIES:

1. Collects comprehensive data pertinent to the patient's health or the situation. Analyzes the assessment data to determine the diagnoses or issues. Identifies expected outcomes for a plan individualized to the patient or the situation.
2. Develops a plan that prescribes strategies and alternatives to attain expected outcomes. Implements and coordinates the identified plan/care delivering.
3. Employs strategies to promote health and a safe environment. Evaluates progress toward attainment of outcomes.
4. Systematically enhances the quality and effectiveness of nursing practice. Participates in quality improvement activities.
5. Attains knowledge and competency that reflects current nursing practice. Evaluates one's own nursing practice in relation to professional practice standards and guidelines, relevant statutes, rules, and regulations. Interacts with and contributes to the professional development of students, peers and colleagues.
6. Collaborates with patient, family and others in the conduct of nursing practice. Integrates ethical provisions in all areas of practice.
7. Integrates research findings into practice. Actively participates in research activities at various levels appropriate to the nurse's level of education and position.
8. The RN demonstrates clinical competency and professional commitment in nursing practice by adhering to established standards of practice and regulations while performing treatments and procedures. The Registered Nurse in Infusion therapy demonstrates clinical competency by adhering to standards and guidelines recommended for infusion therapy practice. The Registered Nurse in Oncology demonstrates clinical competency by adhering to the standards in the ONS Chemotherapy and Biotherapy Guidelines recommendation for practice.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. Massachusetts License with current registration. CPR certified. Credentialed in area of practice preferred. Medical/Surgical experience preferred for all acute care areas.
2. Basic computer skills required. Effective communication, organizational and critical thinking skills.

3. Bachelors of Science in Nursing (BSN) strongly preferred.
4. **Pre- and/or Post-Ambulatory Surgery Unit:** ACLS certification required upon hire.
5. **Critical Care, IMC, ER, and Special Procedures:** ACLS certification required upon hire or within six (6) months after employment.
6. **Operating Room:** Requires the ability to practice utilizing AORN (Association of PeriOperative Registered Nurses) standards and guidelines on a daily basis.
7. **Endoscopy:** Requires the ability to practice utilizing SGNA (Society of Gastroenterology Nurses and Associates) standards and guidelines on a daily basis.
8. **Critical Care & ER:** Previous critical care experience preferred.
9. **Family Life Center:** Previous Maternal Child Health experience preferred. Neonatal resuscitation certification upon hire or six months after employment.
10. **Critical Care Float:** Two years of critical care experience required.
11. **IMC:** Basic Arrhythmia course required.
12. **IV Team:** PICC Line Certification.
13. **RN Oncology:** Minimum two (2) years of oncology experience required. Radiation and medical oncology or combination preferred. Excellent IV skills required. BSN preferred. OCN certification and/or eligible preferred.
14. **RN Infusion:** Minimum two years of oncology experience required. Excellent IV skills and ACLS required.
15. **Behavioral Health:** One (1) year psychiatric or substance abuse nursing experience preferred. Must possess knowledge of general psychiatric nursing processes, therapeutic relationships and processes, age-specific growth and development, limit setting, behavior and crisis management. CPI certification required, or similar applied non-violence skills training, within 30 days of hire. CPI certification in Detox/MMTP is preferred. CPR certified within 30 days of hire.

WORKING CONDITIONS:

1. Constant exposure to unpleasant tasks (handling garbage or soiled linen, strongly unpleasant odors, etc.) and occasional exposure to one or more very unpleasant physical working conditions; or occasional exposure to serious injury (crushed fingers, extensive burns, broken bones); and regular, routine exposure to occupational hazards/contagious disease which requires standard precautions.
2. Frequent home and social life inconvenience; mostly predictable or regular volume of work & deadlines impose strain on routine basis. Work location imposes frequent un-welcomed interruptions.
3. Requires considerable physical effort on a consistent basis as in lifting, pulling or pushing objects (heavy, bulky, awkward, more than 40 lbs.)

4. **RN Oncology:** Requires handling, dispensing of hazardous drugs, chemotherapy agents and blood products.

REPORTING RELATIONSHIPS:

1. Reports to the Nurse Manager or Department Head.
2. Has no responsibility for the direct supervision of any other employees.

The above is intended to describe the principal responsibilities and outcomes, and the associated requirements, as well as work environment. It is not intended as an exhaustive list of all aspects of the job.