

**CENTRAL MONTANA MEDICAL CENTER  
POSITION DESCRIPTION**

<b>Position Title</b>	RN Infusion Therapy	<b>Grade</b>	
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<b>Department</b>	INFUSION	<b>Exempt</b>	
<b>Immediate Supervisor</b>	INFUSION COORDINATOR	<b>Non-exempt</b>	
<b>Supervisor next in line</b>	CNO	<b>Workweek</b>	

**POSITION SUMMARY**

RN will specialize in giving medicine and fluids to patients via injection. Provides professional nursing care and coordinates the delivery of oncology treatments to patients, ensuring adherence to hospital policies and nursing procedure standards and practices. Will be evaluating patients in need of intravenous treatment or medication including: care planning, implementing treatments and documenting nursing care. Will assess the patient's health and nursing needs, as well as, detect changes in symptoms, health or pain and will need to determine when and initiate appropriate intervention as necessary according to CMMC's policies and procedure guidelines. Will be educating patients and their families about the disease process, medications, and treatment plans. Will ensure that appropriate pre-infusion protocols are followed. Coordinates with physicians inside and outside of CMMC. Coordinates follow up or continuing treatment schedules with the patient and physician. Will conduct some QA studies and attend departmental meetings.

**Continued employment and raises in this position are dependent upon Central Montana Medical Center's fiscal viability and:**

- Actions and communications that contribute to a team concept and create a **positive** environment for **all** customers
- Acceptable performance of essential and all job duties
- Acceptable attendance record
- Accountability for safety to self, patients, visitors and all customers, and care of equipment and building
- Adherence to departmental and facility policies and procedures, education requirements, compliance monitoring and reporting, and CMMC Code of Conduct
- Accountability for the consequences of own actions
- Physical and emotional ability to perform essential functions
- Acceptable background investigation results if required for position

**Minimum Education, Experience, Licensure, Certification required:**

- Registered Nursing license in the State of Montana
- ACLS
- PALS
- Required to obtain ONCC Oncology Certified Nurse (OCN) within 2 years of hire and maintain currency (every 4 years)
- Required to obtain ONS/ONCC Chemotherapy Immunotherapy Administrative certificate within one year of hire and maintain currency (every 2 years)
- CPR trained to a HealthCare Provider level.

**ESSENTIAL FUNCTIONS/DUTIES:**

(Must be able to perform with or without accommodation)

1	Demonstrates Professional Responsibilities
2	Maintains established departmental policies and procedures, objectives, quality assurance program, safety, environmental and infection control standards.
3	Provides direct nursing care for specified patients, including appropriate supportive care and administration of chemotherapy, immunotherapy, blood components, fluid and electrolyte replacements, antibiotic infusions, steroid infusions and other oncology treatments as prescribed.
4	Performs nursing assessments and triage of patient care needs for new and ongoing patients.
5	Provides education to patients, families and significant others; acts as an information resource to students, health care professionals, patients and the public.

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6	Follows established departmental policies, procedures, and objectives, continuous quality improvement objectives and safety, environmental and or infection control standards.
7	Position primarily services pediatric, young adult, middle adult and later adult
8	Complies with CMMC organizational policies and procedures
9	Performs patient scheduling while ensuring appropriate pre-infusion protocols are followed.
10	Maintain familiarity with all Infusion protocols.
11	Assists Cancer Navigation in developing care plans, documenting treatment and tumor registry.
12	Expected to become educated on Tumor Registry and provide data entry during down time.
12	Performs other duties as assigned or requested.

**Knowledge, Skills, Abilities:**

1. Must have and maintain a functional grasp of nursing theory; the pathophysiology of disease states; pharmacology at a nursing level; and inter-personal skills necessary to care holistically for the patient.
2. Specialty nursing skills may be requested by the department hiring. These may include but are not limited to; ACLS, PALS, TNCC, Certification in a nursing specialty.
3. Have practical knowledge of, and the ability to apply nursing theory as it relates to the delivery of care to patient and family.
4. Use of Nursing equipment such as infusion pumps, suction machines, oxygen delivery systems, lifts and other transfer devices. ECG machines, cardiac defibrillator, and telemetry monitoring, phlebotomy equipment, invasive and non-invasive blood pressure monitoring equipment, thorough knowledge of all types of IV access and equipment systems. Invasive and noninvasive blood pressure monitoring equipment.
5. Administer Prescribed medications intravenously, administer appropriate pre and post treatment medications.
6. Use of office equipment such as telephone, copy machine, fax, paging system, computer, printer and Everbridge.

<b>X</b>	Category I	Direct contact with blood or other bodily fluid to which universal precautions apply
	Category II	Activity performed without blood/bodily fluids exposure, but exposure may occur in emergency
	Category III	Task/activity does not ordinarily entail predictable exposure to blood/bodily fluids

**OTHER EXPOSURE** for this position:

<b>X</b>	<b>Radiation</b>	
<b>X</b>	<b>Noise</b>	
<b>X</b>	<b>Other (Specify)</b>	Contact with agitated and/or combative patients/family members. Hazardous drugs

**PHYSICAL DEMANDS:**  
(Essential functions strength rating for position - see Job Analysis)

	<b>Sedentary</b>	Exert up to 10# occasionally or negligible force frequently
	<b>Light</b>	Exert up to 20# occasionally, < 10# frequently or negligible force constantly
<b>X</b>	<b>Medium</b>	Exert up to 50# occasionally, up to 25# or up to 10# constantly
	<b>Heavy</b>	Exert up to 100# occasionally, up to 50# frequently or up to 20# constantly
	<b>Very Heavy</b>	Exert > 100# occasionally, > 50# frequently or > 20# constantly

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**I HAVE READ AND UNDERSTAND THIS POSITION/JOB DESCRIPTION, AND HAVE BEEN PROVIDED THE OPPORTUNITY TO ASK QUESTIONS AND RECEIVE APPROPRIATE ANSWERS. I ALSO UNDERSTAND THAT REASSESSMENT OF ABILITIES TO MEET POSITION REQUIREMENTS MAY BE PERIODICALLY REEVALUATED.**

Employee's Signature	Supervisor's Signature	Date