

CENTRAL MONTANA MEDICAL CENTER
POSITION DESCRIPTION

Position Title	Registered Nurse/ Swingbed	Grade	
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Department	All Nursing Departments	Exempt	
Immediate Supervisor	SWB coordinator	Non-exempt	X
Supervisor next in line	CNO	Workweek	8 and 40

POSITION SUMMARY

Responsible for providing integrated, holistic, professional nursing services primarily to SWB patients in coordination with other health care team members. Provides for safe, efficient and caring nursing services that focus on priority health needs of the individual. Provides nursing care that utilizes education and active participation with the patient and family to enable them to attain and maintain optimum health. Practices professional nursing that meets and exceeds standards outlined by Montana's state and the national Nurse Practice Acts.

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:

1. Associate's Degree in Nursing is minimum educational requirement.
2. Graduate Nurse from an accredited Nursing College with plans to complete Nursing Board Exam and receive professional registry status within three months of hire.
3. Be licensed or have a current temporary license as a nurse in Montana.
4. Have practical knowledge of, and the ability to apply nursing theory as it relates to the delivery of care to patient and family.
5. Sufficient prior clinical experience and expertise to satisfy the demands of the recruiting nursing area.
6. Cardiopulmonary Resuscitation (CPR) trained to a HealthCare Provider level.

ESSENTIAL FUNCTIONS/DUTIES:
(Must be able to perform with or without accommodation)

- 1 Maintains established departmental policies and procedures, objectives, quality assurance program, safety, environmental and infection control standards with close attention to those specific to SWB.
- 2 Maintains sufficient knowledge of area of nursing to complete orientation, instruction and training of assigned personnel.
- 3 Cooperates with other personnel to achieve department objectives and maintain good employee relations, interdepartmental objectives, and infection control policies.
- 4 Performs necessary administrative nursing functions to assure the organized and efficient delivery of care to patients. Works with SWB coordinator to expand SWB program and implement SWB policies.
- 5 Provides direct patient care, evaluates outcomes, consults with other specialists as required and adjusts nursing care processes as indicated to ensure optimal patient care.

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6	Prepares patients for scheduled and stat procedures providing education to the patient and the family when indicated. Strong educational emphasis on discharge from SWB to home for patient and family.
7	Monitors patient conditions and makes a complete and accurate report to other professional services as required and advised.
8	Demonstrates sensitivity to patient's comfort and privacy and expresses interest in their progress. Encourages and assists patients to participate in activities outside their room.
9	Is adherent with CMMC's policy on strict patient confidentiality guidelines and meticulously adheres to them in dealings with staff, family and community.
10	Assists physicians with examinations, procedures, and other processes related to direct patient care.
11	Writes initial nursing histories, assesses patient's conditions and develops individual care plans specific to a SWB patient while minimizing adverse and maximizing positive outcomes for the patients assigned to their care. Actively participates in family/patient and multi-disciplinary care plan meetings as scheduled.
12	Maintains a safe, comfortable and therapeutic environment for patient and families in accordance with hospital mission standards.
13	Provides accurate and representative written documentation on patient medical records. Maintains all required reports, records, statistics, quality assurance and continuous quality improvement data.
14	Ensures an adequate stock of supplies and proper functioning of equipment, specifically related to care of SWB patients.
15	Inspects area daily and as needed for compliance with policies, procedures, regulations, and standards and takes corrective action when violations or inadequacies are noted
16	Enhances professional growth and development through participation in educational programs, current literature, inservice meetings and workshops. Must have a minimum of 12 hours of continuing education specific to nursing per year, with at least some of the education specific to SWB patients.
17	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, NALS, CCRN, CEN, Certification in a Nursing Specialty, or Advanced Practice Nursing certificate.
3. Have practical knowledge of, and the ability to apply nursing theory as it relates to the delivery of care to patient and family.

OCCUPATIONAL EXPOSURE for this position:

X	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:

X	Radiation	
X	Noise	
X	Other (Specify)	Contact with agitated and/or combative patients/family members.

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PHYSICAL DEMANDS: (Essential functions strength rating for position - see Job Analysis)		
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	Sedentary	Exert up to 10# occasionally or negligible force frequently
	Light	Exert up to 20# occasionally, < 10# frequently or negligible force constantly
X	Medium	Exert up to 50# occasionally, up to 25# or up to 10# constantly
	Heavy	Exert up to 100# occasionally, up to 50# frequently or up to 20# constantly
	Very Heavy	Exert > 100# occasionally, > 50# frequently or > 20# constantly

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.		
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Employee's Signature	Supervisor's Signature	Date