



Job Code: 1941

Grade: FA

HCWR: N

Job Title
Clinical Nurse I

Department
Emergency Room (Provident)

Job Summary

The Clinical Nurse I position is an entry level professional nursing position. Under close supervision, this individual utilizes the nursing process for assessment, planning, implementation, and evaluation to provide safe, therapeutic care. Functions as a member of the interdisciplinary and nursing teams; provides input to policies and standards of care; carries out established nursing procedures and performs related duties as required. Continues to establish and expand personal clinical base of nursing knowledge and skills.

Typical Duties

- Demonstrates an ability to effectively utilize the nursing process as a basis for delivery of patient care.
- Performs and documents a physical/psycho-social assessment on assigned patients that accurately portrays patient problems and/or complications.
- Assesses and documents needs for patient and family education.
- Bases nursing diagnosis on available assessment data.
- Can effectively observe and document the patient's emotional response.
- Develops a nursing plan or care based on medical and nursing diagnosis, admission profile and the individual needs of the patient.
- Collaborates with peers, supervisors and other health team members in developing the plan of care and establishing priorities, and in assuring continuity of care.
- Evaluates the patients' response to nursing interventions and alters plan of care as needed.
- Develops and implements ongoing discharge plans for patients in collaboration with other health care providers/team members.
- Implements a written plan of nursing care, individualized to the needs of each patient within predetermined time after admission.
- Demonstrates knowledge of and rationale for the safe use of equipment.
- Assists in maintaining a clean and safe environment in all areas of the assigned unit.
- Consistently uses aseptic techniques during procedures and treatments.
- Administers medications and therapeutic measures as prescribed by Physicians in accordance with safe medical practice and established policies/ procedures.
- Identifies, manages, and documents changes in the patient's status, and communicates these findings to the appropriate health care personnel.
- Evaluates the effectiveness of nursing interventions in accomplishing goals and intended patient care outcomes.
- Modifies the plan of care, as needed, with changes in the patient's condition.
- Recognizes the needs and behaviors of a variety of age groups of patients treated (i.e., understands child growth and development, normal patterns of adolescent behavior and signs of normal aging. Integrates this knowledge and skills into age appropriate responses to psychosocial and physical needs of each patient.
- Maintains sufficient skills to complete a biophysical and psycho-social evaluation based on



Typical Duties

- age of patient.
- Geriatrics: ensures nursing care adjusts for age associated illnesses and conditions: e.g., vision, mobility, and hearing.
- Pediatrics: ensures nursing care adjusts for deviations from normal growth and developmental stages.
- Adolescents: ensures the unique behavior and emotional need for involvement by Adolescents is integrated into the nursing care planning.
- Performs the technical aspects of patient care according to established policies and procedures; adapts techniques to the unique needs of individual patients.
- Provides educational support for patients and their families that increases their knowledge and understanding of their disease entity, medications, and treatments.
- Observes hospital dress code and wears identification badge.
- Provides proper notification of absence and tardiness.
- Is punctual for patient report and start of shift.
- Demonstrates knowledge in the current use of all forms required in the day-to-day operation of the unit.
- Handles telephone information and requests with courtesy, accuracy and respect of confidentiality.
- Manages time effectively for proper balance between patient care assignments, in-service meetings and professional conferences.
- Respects the rights, property, and privacy of patients and others.
- Demonstrates leadership skills in the performance of daily activities.
- Demonstrates ability to serve as a team leader on unit as assigned.
- Demonstrates ability to plan; supervise and instruct Patient Care Attendants on nursing care techniques and procedures.
- Assists non-professional nursing staff in providing nursing care and/or completing complicated assignments and procedures as required.
- Serves as role model.
- Delegates and monitors patient care assignments with staff members, in accordance with qualifications of each member and relative to patient's needs.
- Takes "charge" responsibilities in the absence of the charge nurse/ nurse manager.
- Ensures nursing quality assurance standards are met by all staff members.
- Directs and counsels staff members regarding patient care, work performance, problem solving.
- Demonstrates ability to direct activities on the nursing unit in the event of an emergency situation.
- Must write accurate, clear, concise and legible patient care reports.
- Demonstrates competency in the use of appropriate forms and required reports.
- Accurately complies daily reports and submits on time.
- Consistently documents and follows up on significant observations and problems with appropriate personnel.
- Demonstrates effective communication skills and positive interpersonal relations.
- Notifies supervisors and/or charge nurse of pertinent observations, reactions, incidents, and abnormal laboratory or x-ray results.
- Regularly communicates with physician, charge nurse, supervisor, and other health care



Typical Duties

- professionals regarding patient responses, and unit activities.
- Communicates pertinent information regarding patients at shift report using the nursing care plan approach.
- Demonstrates knowledge of nursing organizational structure and chain of command by following proper lines of communication.
- Utilizes effective verbal, nonverbal and written communication skills, reflective of professional nursing standards and a spirit of interdepartmental cooperation.
- Follows hospital policy and procedures for media coverage and information.
- Works well with supervisors and those in positions of authority.
- Offers assistance and provides directions to visitors, patients, physicians, and families in a concise, information manner, keeping a courteous and positive tone.
- Demonstrates responsibility for professional growth and development in maintaining competency in nursing practice.
- Organizes and achieves quality performance levels in new routines, procedures and skills.
- Consistently demonstrates clinical competence in nursing procedures and patient care based on established theory.
- Demonstrates ability to initiate and direct life support measures and performs effectively in "Code Blue procedures.

Minimum Qualifications

- Licensed as a Registered Professional Nurse in the State of Illinois or ability to obtain license two (2) weeks prior to starting employment
- One (1) year of Emergency Department experience within the last three (3) years
- Must possess a Basic Life Support (BLS) certification
- Must possess an Advanced Cardiac Life Support (ACLS) certification
- Must possess a Pediatric Advanced Life Support (PALS) certification

Preferred Qualifications

- Bachelors of Science in Nursing (BSN) from an accredited college or university
- Emergency Communications Registered Nurse (ECRN) certification

Knowledge, Skills, Abilities and Other Characteristics

- Knowledge of specific equipment, specify: Medical Equipment
- Strong interpersonal skills
- Written and verbal communication skills
- Analytical skills, problem solving skills
- Mathematical skills, describe: Medication dosing
- Emergency response skills
- Ability to walk extensively, lift moderately heavy objects, and climb stairs
- Ability to consistently push, pull, twist, turn, bend, kneel, stoop, lift and reach above shoulder and stand for prolonged periods of time.
- Attention to detail
- Work to deadlines
- Flexibility and adaptability in performing duties



Physical and Environmental Demands

This position is functioning within a healthcare environment. The incumbent is responsible for adherence to all hospital and department specific safety requirements. This includes but is not limited to the following policies and procedures: complying with Personal Protective Equipment requirements, hand washing and sanitizing practices, complying with department specific engineering and work practice controls and any other work area safety precautions as specified by hospital wide policy and departmental procedures.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of the personnel so classified.

For purposes of the American with Disabilities Act, “Typical Duties” are essential job functions.