



Job Code: 1942

Grade: FB

HCWR: N

Job Title
Clinical Nurse II

Department
Neonatal ICU

Job Summary

The Clinical Nurse II is a professional care provider who is responsible and accountable for the overall management of patient care on a specific shift as well as maintaining comprehensive knowledge of patients' condition. Provides safe, effective and individualized care using the nursing process. Performance of these duties require skills, effective working relationships, setting priorities, and demonstrated knowledge of standard operating policies and procedures.

Typical Duties

- Provides general direction, guidance and coordination of patient care activities delivered by other levels of nursing staff.
- Makes appropriate and timely decisions in a crisis or emergency situation.
- Works and communicates effectively with a variety of individuals.
- Applies knowledge of standard operating policies and procedures.
- Identifies plan of care for the total needs of patients considering their age specific requirements.
- Operate safely clinical equipment necessary for providing patient care.
- Initiates and performs cardiopulmonary resuscitation activities.
- Applies the principles of Infection Control and Environment of Care
- Collects assessment data relative to the following factors: biophysical, psychosocial, cultural and spiritual values, environmental, self care capabilities, safety, infection control, learning needs, and ability to manage continuing care needs after discharge.
- Performs reassessments according to divisional / unit standards and patient care needs.
- Performs transfer assessments when patients are transferred in or out of the unit.
- Ensures completion of transfer assessments.
- Performs and ensures formulation and communication of an individualized plan of care derived from assessment data.
- Utilizes assessment data in formulating age specific plan of care consistent with: a. the therapies of other disciplines; b. Standards of nursing practice.
- Involves patient / significant others, and collaborates with other health care team members in planning nursing care.
- Utilizes principles of growth and development across life span in formulating age specific needs of the patients: neonate / infant, child, adolescent, adult, geriatric.
- Ensures collaboration and communication with patient / family and other health care team members are accomplished.
- Ensures implementation of the nursing plan of care.
- Performs interventions and ensures implementations are done in a competent, skillful and safe manner.
- Ensure that patient's responses to interventions are evaluated and modified accordingly.
- Ensures provision of interventions to meet patient identified discharge needs.
- Ensures education is provided to patient and family based on assessed learning needs.



Typical Duties

- Ensures accurate documentation.
- Ensures the staff records pertinent information.
- Records accurately, concisely and legibly.
- Signs documentation with legible full signature and classification.
- Ensures comprehensive delivery of patient care.
- Adheres to and ensures staff follows principles of: infection control, environment of care.
- Demonstrates competence in the safe and effective use of clinical equipment and ensures staff does the same.
- Evaluates effectiveness of plan of care and revised interventions as appropriate.
- Demonstrates leadership / management ability.
- Competent in making patient care / staff assignments.
- Identifies staffing needs to ensure safe, quality patient care.
- Facilitates timely admission of patients to the unit.
- Ensures timely discharge of patients.
- Plans, coordinates team / unit care activities.
- Identifies and resolves patient care problems in a timely manner.
- Follows the chain of command in referring problems.
- Demonstrates and promotes teamwork and effective interpersonal relationships with all health care team members, patients and families.
- Demonstrates knowledge of hospital-wide services and makes appropriate referrals as indicated.
- Participates and facilitates: quality assessment and improvement activities, unit policy / procedures, unit rounds, patient care team, conferences, end of shift report, CPR / fire drills.
- Demonstrates awareness of patient / family rights and ethical / legal issues
- Ensures patient / family confidentiality and privacy are maintained.
- Treats patient / family with respect and courtesy.
- Takes appropriate actions to address ethical concerns for self and staff.
- Participates actively in staff orientation and staff development activities for the unit.
- Performs as resource nurse / preceptor when necessary.
- Facilitates attendance of staff to scheduled educational activities
- Demonstrates responsibility and accountability for professional practice, growth and development.
- Maintains certification as required.
- Seeks opportunities to improve professional knowledge and skills.
- Takes accountability for accurate reporting of unusual occurrences, e.g., medication errors, patient falls, etc.
- Other related performance standards.
- Renews professional license in a timely manner.
- Attends safety, infection control, in-services and maintains all certifications.
- Demonstrates punctuality.
- Maintains good attendance record.
- Adheres to departmental dress code policy.
- Performs other duties as assigned.



Minimum Qualifications

- Licensed Registered Professional Nurse in the State of Illinois
- Three (3) of current Neonatal Intensive Care Unit experience
- Current Adult Cardiovascular Life Support (ACLS) certification
- Current Basic Life Support (BLS) Certification
- Certification in Neonatal Resuscitation Program (NRP) certification

Preferred Qualifications

- Current Pediatric Advanced Life Support (PALS) certification
- Bilingual

Knowledge, Skills, Abilities and Other Characteristics

- Demonstrates competence in the safe and effective use of clinical equipment
- Demonstrates working knowledge of the current requirements of accrediting and regulatory agencies
- Excellent interpersonal, verbal, and written communication skills necessary to communicate with all levels of staff and a patient population composed of diverse cultures and age groups
- Strong emergency response skills
- Strong customer service and empathy skills
- Demonstrate analytical and organizational, problem-solving, critical thinking, and conflict management/resolution skills
- Demonstrate attention to detail, accuracy and precision
- Ability to resolve complex patient/administration problems and research issues
- Ability to prioritize, plan, and organize projects and tasks
- Ability to maintain a professional demeanor and composure when challenged
- Ability to function autonomously and as a team member in a multidisciplinary team
- Ability to see and hear clearly (including with correction)
- Ability to tolerate exposure to unpleasant noise, odor and temperature
- 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.
- Ability to make appropriate and timely decisions in a crisis or emergency situation
- Ability to perform and/or direct cardiopulmonary resuscitation activities

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.