

9019

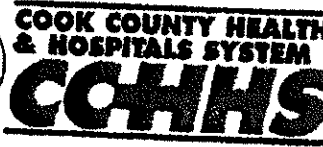
COOK COUNTY HEALTH & HOSPITALS SYSTEMS

Toni Preckwinkle • President
Cook County Board of Commissioners

Jorge Ramirez • Acting Chairman
Cook County Health and Hospitals System

Ram Raju MD, MBA, FACS, FACHE •
CEO Cook County Health and Hospitals System

Carol Schneider • Chief Operating Officer
Cook County Health and Hospitals System



Health & Hospitals System Board Members

Commissioner Jerry Butler
David Carvalho
Quin K. Golden
Edward L. Michael
Rev. Calvin S. Morris, PhD
Luis Munoz, MD
Heather E. O'Donnell
Carmen Velasquez
Dorene P. Wiese, PhD

PEDIATRIC EMERGENCY MEDICINE JOB DESCRIPTION/PERFORMANCE STANDARDS

DATE: October 2012

TITLE: Clinical Nurse I

REPORTS TO: The Pediatric Emergency Department/Observation Unit Nurse Coordinator/Adult Emergency Department/Pediatric Emergency Department/Observation Unit Nursing Director

DEPARTMENT Pediatric Emergency Department

POSITION SUMMARY:

The Pediatric Department Clinical Nurse I is a registered professional nurse provider who is responsible and accountable for providing safe patient-centered nursing care for Observation Unit patients. The Clinical Nurse I applies knowledge of the nursing process to implement nursing practice and perform technical skills for patient care delivery. Competent nursing practice is accomplished through his/her application of scientific principles of nursing, problem solving skills and demonstrated teaching/learning experiences.

JOB DUTIES:

1. General Duties and responsibilities of Clinical Practice

1.1 Performs admission and on-going patient assessment.

- Ensures admission assessments, ongoing monitoring, and scheduled reassessments are done according to divisional standards.
- Ensures family-centeredness while providing patient-centered care
- Ensures the completed assessment includes age-specific nursing diagnoses based on the following factors: biophysical, psychosocial, environmental, self-care capabilities, safety, infection control, learning needs, ability to manage continuing care, cultural and spiritual.
- Ensures completion of transfer and discharge assessments.
- Demonstrates knowledge of decontamination.

1.2 Ensures formulation of an individualized plan of care derived from assessment data.

- Ensures nursing plan of care that is based on assessed needs, standards of care and is consistent with the plans of other disciplines. Considers age-specific needs relative to these factors: biophysical, psychosocial, environmental, self-care capabilities, safety, infection control, learning needs and discharge planning needs. Performs transfer and discharge assessments when patients are discharged or transferred from the department.

JOB DUTIES
CONTD:

- Ensures there is collaboration with patient/family and other health care team members in planning nursing care during the pediatric emergency room visit and in preparation for discharge or transfer.
 - Ensures the nursing plan of care is communicated to patient/family.
- 1.3 Ensures implementation of the nursing plan of care.**
- Ensures performance of interventions in a competent, skillful and safe manner.
 - Ensures prioritizing of interventions according to patient needs.
 - Ensures application of principles of growth and development across life span in providing age-specific and developmentally appropriate care to the neonate/infant, child, adolescent, adult and geriatric client.
 - Ensures education is provided to patient and family based on assessed learning needs.
 - Ensures provision of interventions to meet patient's identified discharge or transfer needs.
- 1.4 Ensures evaluation of the effectiveness of interventions and revises as appropriate.**
- Ensures that the staff evaluates and re-evaluates patient's responses to interventions.
 - Ensures the staff modifies and implements interventions as appropriate.
- 1.5 Ensures appropriate documentation.**
- Ensures the staff records pertinent information, assessment/reassessment, ongoing monitoring, plan of care, interventions and patient's responses.
 - Ensures performance of interventions in a competent, skillful and safe manner.
- 1.6 Ensures safe deliver of patient care.**
- Ensures performance of interventions in a competent, skillful and safe manner.
 - Ensures staff adheres to the principles of, BSIS, isolation, and asepsis.
 - Ensures staff performs the technical aspects of care according to established practice standards,
(procedures, treatments, IV blood administration, medication administration).
 - Ensures staff demonstrates competence in the safe and effective use of clinical equipment.
 - Ensures cardiopulmonary resuscitation and other life saving interventions are performed appropriately.
 - Ensures patient care area is free of environmental hazards.
 - Demonstrates knowledge of decontamination process.
- 1.7 Delivers safe, effective, individualized care utilizing the nursing process.**
- Demonstrates ability to perform assessment/reassessment and ongoing monitoring of assigned patient.
 - Identifies nursing diagnosis based on the assessment data.
 - Develops nursing plan of care based on assessed needs.
 - Applies principles of growth and development across life span in providing care appropriate to patients' age specific needs, neonate/infant, child, adolescent, adult and geriatric.
 - Performs interventions in a competent, skillful and safe manner.
 - Prioritize interventions according to patient needs.
 - Performs transfer assessments on assigned patients when transferred in or out of the department.
 - Provides education to patient and family based on assessed learning needs.
 - Provides interventions to meet patient's identified discharge or transfer needs.

JOB DUTIES
CONTD:

- 1.8 **Evaluates effectiveness of care and revises interventions as appropriate.**
 - Evaluates and reevaluates patient's responses to interventions.
 - Modifies and implements interventions as appropriate.
- 1.9 **Documents appropriately.**
 - Records accurately, concisely, and legibly in black ink or electronically the following information: assessments/reassessments, ongoing monitoring, plan of care, interventions, and patient's responses.
 - Signs documentation with legible full name and classification.
2. **Professional/Departmental Responsibilities**
 - 1.10 **Demonstrates leadership/management ability.**
 - Demonstrates competence in making patient care/staff assignments.
 - Establishes priorities based on the changing patient care needs.
 - Considers needs of orientees/preceptors in making patient care assignments.
 - Assists in identifying staffing needs to ensure safe, quality patient care.
 - Plans, coordinates and assists staff in patient care/department activities.
 - Identifies and resolves patient care problems in a timely manner.
 - Follows the chain of command in referring problems.
 - Ensures patient assessments are completed in a timely manner.
 - Assigns non-nursing tasks appropriately.
 - Demonstrates effective interpersonal relationships with all healthcare team members, patients and families
 - Promotes teamwork and professional relationships among the members of the nursing profession.
 - Ensures patient care needs are met.
 - Demonstrates knowledge of hospital-wide services and makes appropriate referrals as indicated.
 - Participate in/facilitates, quality assessment and improvement activities, departmental procedures, departmental rounds, patient care team conferences, handoff communication and staff meetings.
 - Assists in ensuring that adequate supplies, medication and equipment is maintained.
 - Assists supervisors in performance appraisal of staff.
 - Promotes patient/family centered environment.
 - Works cooperatively with nurse coordinator to accomplish departmental goals.
 - Collaborates with other healthcare members to foster team spirit.
 - 1.11 **Demonstrates effective communication skills.**
 - Demonstrates ability to communicate accurately, clearly, and concisely, orally, written and electronically.
 - Demonstrates caring and respectful attitude in verbal and nonverbal communications.
 - Communicates pertinent information to patient/family, physician, nurses and other healthcare team members as appropriate.
 - Provides concise and accurate patient care information during handoff.

JOB DUTIES
CONTD:

- 1.12 Demonstrates awareness of patient/family rights and ethical/legal issues.**
- Ensures confidentiality is maintained in all patient related information.
 - Ensures privacy for patients/family.
 - Treats patient/family with respect and courtesy.
 - Takes appropriate actions to address ethical concerns for self and staff.
- 1.13 Participates actively in staff orientation staff development activities.**
- Performs as resource nurse/buddy when necessary.
 - Assists ne staff with information or directions whenever requested and offers assistance as needed.
 - Conducts CPR drills, fire drills, and patient centered conferences or other unit educational activities as requested or assigned.
 - Assists in identifying and planning for educational needs of staff including new staff.
 - Facilitates attendance of staff to schedule educational activities.
- 1.14 Demonstrates responsibility and accountability for professional practice, growth, and development.**
- Maintain certification as required in special areas of practice.
 - Recognizes own learning needs, and seeks opportunities to meet them.
 - Renews professional license in a timely manner.
- 1.15 Other related performance Standards.**
- Demonstrates punctuality.
 - Maintains good attendance record.
 - Adheres to dress code.
 - Demonstrates professional behavior.
 - Maintain certification in Pediatric Advanced Life Support (PALS).
 - Maintain certification in Advanced Cardiac Life Support (ACLS).
 - Maintain certification in Emergency Communication Radio Nurse (ECRN).
 - Demonstrates knowledge of emergency procedures (e.g. Fire/evaluation internal/external disaster plans).
 - Demonstrates knowledge of emergency decontamination procedure.

QUALIFICATIONS:

1. Licensure and Certification

Licensure as a Registered Professional Nurse in the State Illinois.
Graduate of an approved school of nursing, BSN degree preferred.

2. Education and Related Experience

Current certifications in Cardiopulmonary Resuscitation (CPR) required.
Pediatric Advanced Life Support (PALS) required.
Advanced Cardiac Life Support (ACLS) required.
Emergency Communication Radio Nurse required within six (6) months of hire.
One (1) year of Emergency Room, Critical Care, Pediatric Intensive Care Unit or pediatric experience as a Registered Professional Nurse is required.

3. Competencies

Must be able to:

- a. Provide general direction, guidance and coordination patient care delivered by other levels of nursing staff and ancillary staff.
- b. Make appropriate and timely decisions.
- c. Work and communicate effectively with a variety of individuals.
- d. Apply knowledge of standard operating policies and procedures.
- e. Provide patient-centered care taking into consideration the age-specific requirements of patients.
- f. Operate clinical equipment necessary for providing patient safety.
- g. Perform and/or direct cardiopulmonary resuscitation activities.
- h. Apply principles of BSIS, infection control and safety.

4. Environmental, Physical and Functional Requirements:

Must be able to:

- a. Bend, lift, push and pull to 35 pounds.
- b. Walk and stand for prolonged periods, up to 8 to 12 hour duration.
- c. Use both legs, both hands, and required fingers for performance of assigned duties.
- d. Demonstrates physical coordination.
- e. See normally with or without corrective lenses and be able to distinguish basic colors and shades of colors.
- f. Hear normally with or without assistive device.
- g. Tolerate protracted or irregular hours of work.
- h. Tolerate exposure to unpleasant noise odors and extreme temperature fluctuation.

APPROVED: <i>[Signature]</i>	Chairman, Department of Emergency Medicine	
APPROVED: <i>[Signature]</i>	Adult Emergency Department/Pediatric Emergency Department/Observation Unit Nursing Director	
Signature	Title	Date