



**Job Code:** 9894  
**Grade:** FB-None  
**HCWR:** N

**Job Title**  
Behavioral Health Nurse

**Department**  
Nursing/Behavioral Health

This position is exempt from Career Service under the CCH Personnel Rules.

**Job Summary**

The Behavioral Health Nurse is responsible and accountable for providing and coordinating safe, effective individualized nursing care to patients who have a serious mental illness (MI) or behavioral health needs such as MI/Substance Use Disorder (SUD). The service may include, but are not limited to, nursing interventions and their documentation, case finding, health teaching/counseling and provision of supportive and/or restorative care. The Behavioral Health Nurse will also participate in staff training, prepare clinical and administrative reports, maintain infection control standards, and function as a member of a treatment team. The Behavioral Health Nurse be responsible for maintaining inventory standards for medicine, controlled drugs, and narcotics and may function as a charge nurse when no charge nurse is available, as needed.

**Typical Duties**

- Identifies, plans, and cares for the total needs of patients taking into consideration the age specific needs of patients served in assigned area of responsibility. Utilizes the Recovery model to assist patient in managing their medications and care of physical
- Performs initial and ongoing assessment/data collection that includes consideration of biophysical, psychosocial, environmental, self-care, educational and discharge planning factors in a systematic manner.
- Formulates an individualized plan of care based on patient's assessed psychiatric needs, desired outcome, and consideration of age-related requirements.
- Implements care in knowledgeable, skillful and a safe manner based on established patient and nursing practice standards. Has knowledge of mental health issues such as personality disorders, bipolar disorders, schizophrenia, and psychosis.
- Evaluates effectiveness of care and revise interventions as appropriate.
- Documents all nursing assessments, treatments, medications, tolerance to procedures, changes in condition, intervention and patient outcomes.
- Develops, implements, and evaluates educational services/programs for patients.
- Makes appropriate and timely decisions in a crisis or emergency behavioral health situation.
- Runs groups related medication management, diabetes education, and other modalities like anger management, appropriate social skills.
- Performs and/or directs cardio-pulmonary resuscitation activities.
- Operates equipment safely and necessary for providing patient care in assigned clinical areas. - Works and communicates effectively within the multidisciplinary team.
- Provides general direction, guidance and coordination of patient care given by other levels of nursing staff.
- Works in collaboration with psychologist, Psychiatric Social Worker, activities therapist and behavioral health staff.



**Typical Duties**

- Applies knowledge of standard operating policies and procedures.
- Supervises all restraint activity within the unit.
- Demonstrates awareness of patient/family rights and ethical/legal issues.
- Participates in staff orientation and staff development activities for the unit.
- Demonstrates responsibility and accountability for professional practice, growth and development.
- Performs other duties as assigned.

**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
- Basic Life Support (BLS) certification or ability to obtain certification prior to starting employment

**Preferred Qualifications**

- One (1) to five (5) years of acute care experience and psychiatry
- Psychiatric Nursing certification or other specialty certification

**Knowledge, Skills, Abilities and Other Characteristics**

- Knowledge of using medical equipment
- Knowledge in proper application of restraints and documentation of restraints according to facility and CMS standards
- Excellent verbal and written communication skills necessary to communicate with all levels of staff and a patient population composed of diverse cultures and age groups
- Emergency response skills
- Accurate mathematical skills to calculate medications levels using weight, age, etc.
- Ability to apply the nursing process and utilize technical skills for patient care delivery
- Ability to make decisions under pressure
- Ability to see and hear clearly (including with correction)
- Ability to distinguish when a patient is upset and assist in utilizing calming techniques to assist patient with gaining emotional control
- Ability to demonstrate rapid physical/mental coordination
- Ability to use both legs, hands, and fingers
- Demonstrate attention to detail, accuracy and precision
- Demonstrates knowledge of and rationale for the safe use of equipment
- Demonstrates an ability to effectively utilize the nursing process as a basis for delivery of patient care
- Demonstrates knowledge in the current use of all forms and reports required in the day-to-day operation of the unit
- Demonstrates responsibility for professional growth and development in maintaining competency in nursing practice
- Ability to conduct risk assessments within the unit to always ensure patient and staff safety



**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.**