

TITLE:	Emergency Room Registered Nurse
REPORTS TO:	Emergency Department Manager
REVISED:	5/18; 9/21
	See current organizational chart for oversight/administrative support information

PRIMARY FUNCTION:

Provide direct and indirect patient care in the emergency care setting. Provide care that reflects initiative, flexibility, and responsibility indicative of professional expectation with a minimum of supervision. Demonstrate the ability to triage safely, rapidly, and accurately, every patient that enters the emergency care system. Determine priorities of care based on physical and psychosocial needs, as well as factors influencing patient flow through the system. Communicate with Emergency Department providers about changes in patient's status, symptomatology, and results of diagnostic studies. Demonstrate ability to respond quickly and accurately to changes in condition or response to treatment. Assists and directs the work of the support staff in the provision of care while maintaining professional nursing standards. Responsible for ADVANCING EXCEPTIONAL CARE through the implementation of policies, protocols, and practice guidelines; participating in rigorous performance improvement monitoring and staff education.

OUR MISSION:

We are dedicated to providing health and wellness to our communities with Compassionate, Respectful, Holistic, and Collaborative care.

OUR VISION:

Our care and patient focus make us the first choice for patients, families, providers, and employees.

QUALIFICATIONS:

Education and/or Experience

- Graduate from an approved school/college of nursing
- Previous experience in acute care setting for a minimum of 1 year.
- Previous experience in the emergency room and/or critical care for a minimum of 1 year preferred.

Certificates, Licensure, Registrations

- Currently licensed as a Registered Nurse in the State of Iowa or compact state
- Basic Life Support (BLS) (or willing to obtain within 60 days of employment)
- Mandatory Reporter of Iowa Certificates (Dependent Adult and Child Abuse) (or willing to obtain within 60 days of employment)
- Adult Cardiac Life Support (ACLS) (or willing to obtain at first offering within 1 year of employment)
- Pediatric Advanced Life Support (PALS) (or willing to obtain offering within 1 year of employment)
- Neonatal Resuscitation Program (NRP) (or willing to obtain offering within 1 year of employment)
- TNCC certification (or willing to obtain offering within 1 year of employment)
- STABLE certification (or willing to obtain offering within 1 year of employment)
- Nonviolent Crisis Intervention (CPI) certification upon hire or willing to obtain with CRHC policy

Essential Job Duties and Responsibilities	
1.	<p>Provides competent patient care by obtaining and utilizing clinical/critical thinking skills in appropriately interpreting data, making appropriate decisions based on demonstrated knowledge of age-specific growth and development, and appropriately adapting procedures and treatments.</p> <ul style="list-style-type: none"> • Identifies and recognizes abnormal symptoms/changes in patient condition, established priorities, and takes appropriate action. • Carries out providers orders accurately and timely. • Performs nursing interventions per standard of care. • Performs, delegates, and supervises patient care activities within the scope of practice to meet the patient care needs for the above indicated population. • Triage emergency situations appropriately and initiates or assists in patient care in an effective and responsive manner • Performs and/or assists in emergency treatment as required in accordance with RN scope of practice. • Follows emergency policies, procedures, and protocols in an effective manner. • Serves as a steward for the hospital's human and material resources. Meets productivity expectations of unit/department as defined by nurse manager.
2.	<p>Utilizes the nursing process, for the performance of patient care, to assess, plan, intervene, and evaluate patient care to achieve prioritized patient outcomes.</p> <ul style="list-style-type: none"> • Assess the patient's physical, psychosocial, environmental, social, and educational needs. • Develops and implements patient's plan of care, including the education and discharge plan based on evidence-based practice standards, health center policy and patient/family needs in collaboration with healthcare team. • Reviews and updates the plan of care based on changes in patient's condition. • Evaluates and documents patient/family responses to nursing interventions while working collaboratively with the interdisciplinary team to achieve desire patient care outcomes.
3.	<p>Effectively communicates with all members of the healthcare team.</p> <ul style="list-style-type: none"> • Communicates pertinent patient condition changes to co-workers and to multidisciplinary care givers. • Demonstrates positive, caring communication with patients, visitors, and co-workers while refraining from negative, unprofessional conversations. • Utilizes SBAR format when communicating to other healthcare workers. • Communicates openly, honestly, respectfully, and directly in a timely manner with all customers. • Proactively communicates safety concerns to leaders.
4.	<p>Documents patient information in the electronic/paper medical record in an accurate and timely manner</p> <ul style="list-style-type: none"> • Documents ongoing assessments of patient status that reflect nursing interventions, patient responses, patient teaching and status of outcomes at discharge. • Documents objectively, striving to tell the story of the patient condition and experience in a manner that is free from personal perspective. • Assist in Medication Reconciliation on admission and upon discharge. • Completes necessary documentation/paperwork to facilitate and support billing and charging. • Maintains active logons/passwords for computer software system that support patient care and

Essential Job Duties and Responsibilities	
	education.
5.	<p>Promotes and ensures patient and employee safety in performance of all responsibilities.</p> <ul style="list-style-type: none"> • Administers medications, treatments, and procedures in a timely and safe manner according to providers orders and nursing policies. • Demonstrates proficient technical/clinical skills and operational knowledge of equipment on unit. • Works within Scope of Practice. • Performs skills and duties assigned competently. • Utilizes proper body mechanics, transfer/lifting techniques, and appropriate equipment to minimize fall risk to patient and injury to self. • Proactively identifies safety concerns surrounding the work environment, acts as needed to secure the safety risk, and communicates these concerns with the appropriate department to correct the situation • Supports and abides by all CRHC departmental and safety policies and procedures. • Assist unit coordinator as needed with items needed for registration. • Assist with Med Surg charge duties as needed.
6.	<p>Participates in CRHC's Quality program, committees, performance and quality improvement initiatives, and activities which support the facility and department operations.</p> <ul style="list-style-type: none"> • Demonstrates a commitment to the practices of Quality Improvement (QI). • Regularly attends Department huddles • Completes tasks as outlined on SQSS check list
7.	<ul style="list-style-type: none"> • Performs other responsibilities as requested by nurse leadership, and/or supervisors.

ESSENTIAL Work Environment & Physical Requirements:				
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.				
Physical Activity	Not Applicable	Occasionally (0-35% of day)	Frequent (36-66% of day)	Continuous (67-100% of day)
Sitting		X		
Standing			X	
Walking			X	
Climbing	X			
Driving	X			
Lifting (floor to waist level)		40 lbs.	50 lbs.	10 lbs.
Lifting (waist level and above)		40 lbs.	50 lbs.	10 lbs.
Lifting (shoulder level and above)		40 lbs.	50 lbs.	10 lbs.
Carrying objects			X	
Push/pull		150 lbs.	100 lbs.	50 lbs.
Twisting		X		
Bending			X	
Reaching forward			X	
Reaching overhead		X		
Squat/kneel/crawl	X			
Wrist position deviation			X	
Pinching/fine motor activities			X	
Keyboard use/repetitive motion				X

Sensory Requirements	Not Applicable	Accurate 20/40	Very Accurate 20/20
Near Vision		X	
Far Vision		X	
Color Discrimination			X
Depth Perception		X	
Hearing		X	

Environment Requirements	Not Anticipated	Reasonably Anticipated
<i>Occupational Exposure Risk Potential</i>		
Bloodborne Pathogens		X
Chemical		X
Airborne Communicable Disease		X
Extreme Temperatures	X	
Radiation		X
Uneven Surfaces or Elevations	X	
Extreme Noise Levels		X
Dust/Particulate Matter		X
Other (List)		

Shift Requirements	8 hrs/day	10 hrs/day	12 hrs/day	Other (varied)
Usual workday hours			X	
Regular, punctual attendance for assigned shifts			YES	
Available to work overtime			YES	

APPLICANT ESSENTIAL FUNCTION FORM

Name (please print): _____

Position Applied For: _____ Date: _____

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description for which you are applying and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Signature: _____