

STAFF NURSE

Department: Nursing
Supervisor: Director of Nursing
Salary Range:
Shift:
FLSA Status: Non-exempt

QUALIFICATIONS

**EDUCATION &
CREDENTIALS:**

Position must be filled by a graduate of an accredited school of nursing. Current licensure as an RN or LPN in the State of Iowa by the Iowa Board of Nursing, without restrictions, is required. RN preferred, although LPN Nurse is acceptable. Applicants with advanced preparation in geriatric care preferred. Current CPR certification required. Failure to maintain current licensure and certification in good standing without restrictions will result in termination. May not be a debarred provider.

**REGULATORY
COMPLIANCE
REQUIREMENTS:**

The Staff Nurse is required to report any arrest, charge, or conviction of a crime other than a traffic violation, and receipt of notice of any agency investigation or charge, including investigations relating to licensure, certification status, or dependent adult or child abuse within 48 hours and may not perform services pending such report. Failure to report such an arrest, charge, conviction, investigation or similar issue may result in termination.

The Staff Nurse must understand the nature of resident care and resident rights and comply with these requirements at all times.

A Staff Nurse who reasonably believes a dependent adult has suffered dependent adult abuse is required to report suspected abuse to the Director of Nursing within twenty-four (24) hours.

During the course of employment the Staff Nurse is also required to report any information that may impact patient/resident care, including, but not limited to, violations of resident rights and HIPAA violations to his/her supervisor or _____.

**CONTINUING
EDUCATION**

REQUIREMENT: Staff Nurses are required to complete annual 12-hour in-service training programs as well as any CEU required for licensure. Failure to complete the 12-hour in-service training program or required CEU's, or any other requirement under internal policies, local, state or federal law may result in termination.

WORK

EXPERIENCE: At least one year's experience in a hospital or long-term care facility is required.

GENERAL JOB SUMMARY

The Staff Nurse assists in the supervision and administration of quality nursing care for the facility. The Staff Nurse must possess a comprehensive knowledge of general nursing, theory and practice, including basic knowledge related to nursing such as drugs, biological, physical, social, and medical sciences and their application for a better understanding of resident-care problems. A good memory and excellent communication skills are required. The Staff Nurse will assist in maintaining a physical, social, and psychological environment which will be conducive to the best interest and welfare of the resident.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The Staff Nurse has an overall responsibility for resident care in the facility. All of the following duties are essential unless otherwise noted:

1. Evaluation of resident needs, conditions, and care, and assist in developing nursing care plans for individual residents, including rehabilitative and restorative activities and instruction in self-help.
2. General nursing duties as assigned.
3. Communication with family members regarding the condition and progress of the resident, including in-person and answering of telephone inquiries.
4. Assisting the physicians in rounds, reviewing physicians' orders, ordering medications, maintenance of the residents' charts, transcription of physicians' orders.
5. Requisition of the necessary supplies, equipment, linens, emergency drugs, and other materials to meet the unit needs. This also requires that the Staff Nurse be responsible for making sure the equipment is in good working order.
6. Participates in maintaining unit records, including charting duties and maintenance of narcotic records.

7. Arranging the schedules, appointments, and transportation necessary for residents in connection with diagnostic, therapeutic, dental, or medical services.
8. Responsible for the admission, discharge, or transfer of residents.
9. Input in hiring nursing staff employees in the area.
10. Participate in orientation and training programs for new employees in the unit.
11. Assist with implementation of policies and procedures for the unit.
12. Assess the emotional and physical needs of residents during the shift.
13. Pass medications as needed and comply with all medication requirements.
14. Ability to reasonably conform to all rules and policies of the facility.
15. Organize time effectively to complete all tasks.
16. Other Duties: (Fill in) _____

17. Other duties as assigned.

PHYSICAL ACTIVITY REQUIREMENTS AND ENVIRONMENT

Lifting Requirements: Staff Nurses may be called upon to lift equipment or supplies weighing up to 50 lbs. and to assist with lifting and moving residents. Assistive devices are required for resident lifts. Push/pull requirements of 40 lbs. are common.

Carrying Requirements: Staff Nurses will frequently be required to carry objects including charts and equipment up to 20 lbs. Staff Nurses may be called upon to carry equipment up to 30 lbs. Carrying equipment in excess of 30 lbs. is not generally required.

Safety: Various safety protocols and assistive devices are utilized to perform job functions such as Hoyer lifts and gait belts. Staff Nurses must be capable of using all such devices efficiently and safely and all such devices must be used pursuant to facility policies. Staff Nurses must be familiar with and follow all facility safety policies.

Sight Requirements: Staff Nurses are required to have vision corrected to average in order to assess and respond to residents, family members, physicians, co-workers and others needs.

Hearing Requirements: Staff Nurses are required to have an average range of hearing, as corrected, in order to assess and respond to residents, family members, physicians, co-workers and others communications.

Socialization Requirements: Staff Nurses are required to work with all other persons in the facility and the ability to get along with others and to socialize with others is essential. In addition, the Staff Nurse is responsible for meeting and dealing with residents and their families requiring excellent communication and socialization skills.

Other Physical Requirements: While performing the duties of this job, Staff Nurses are frequently required to stand and sit; use hands to finger, handle or feel; and to talk or listen. Significant fine finger dexterity is required. Staff Nurses will be called upon frequently to perform twisting, bending, squatting, kneeling or crouching when assisting with resident therapy needs. The employee is frequently required to reach with hands and arms.

Environment:

- Exposure to general resident care environment.
- Exposure to resident variables such as inappropriate language or physical behaviors due to compromised mental capacity.
- Exposure to moderate temperature variations.
- Exposure to pharmacological preparations, biologicals, and potential biohazard materials including blood and other bodily fluids and medical sharp objects.
- Exposure to moving equipment and machinery.
- Exposure to chemicals including cleaning and disinfecting solutions, etc.
- Frequent work interruptions occur.
- Must work well independently and as a team member.
- Must be able to give clear and concise direction to residents and others.
- Extended or variable hours may be required.

	Nvr 0%	Rare 1-5	Seld 6-19	Occas 20-33	Freq 34-66	Cont 67-100		Nvr 0%	Rare 1-5	Seld 6-19	Occas 20-33	Freq 34-66	Cont 67- 100
LIFT							PHYSICAL ACTIVITIES						
1 - 10 lbs.							Bend/Stoop					X	
11 - 20							Twist					X	
21 - 35							Crouch/Squat					X	
36 - 50				X			Kneel					X	
CARRY							ENVIRONMENT						
1 - 10 lbs.							Inside						X
11 - 20					X		Outside						
21 - 35				X			Heat						
36 - 50							Cold						
PUSH							HAZARDS						
1 - 10 lbs.							Blood Borne Pathogens <input checked="" type="checkbox"/>	Mechanical <input type="checkbox"/>					
11 - 20							Electrical <input type="checkbox"/>	Radiant <input type="checkbox"/>					
21 - 35					X		Explosive <input type="checkbox"/>	Burns <input type="checkbox"/>					
36 - 50								Other: <input type="checkbox"/>					
PULL													
1 - 10 lbs.													
11 - 20													
21 - 35				X									
36 - 50													