



Wallowa County Health Care District

JOB TITLE: Registered Nurse

FLSA STATUS: Non-Exempt - Union

DEPARTMENT: Nursing Services

DATE: March, 2023

REPORTS TO: Nursing Supervisor

APPROVED BY: Chief Nursing Officer

JOB SUMMARY:

The Registered Nurse is accountable for the coordination of nursing care, including direct patient care, patient/family education and transitions of care. The RN supports professional nursing practice across practice settings and across the continuum of care to meet the needs of the patient and family. The RN will be accountable for planning, implementing, evaluating and communicating all phases of nursing care for assigned patients. The ANA Nursing and OSBN Scope and Standards of Practice provide a basis for the practice of the RN. The RN may provide leadership through a preceptor role, informal leadership roles, and quality improvement efforts. The RN delegates patient care according to skill level, experience, patient acuity, fiscal accountability, and adequacy of resources. The RN possesses excellent communication skills; is skillful in mentoring and teaching; and may participate on committees or projects. Employees will work collaboratively to meet the strategic goals of the hospital. The employee will commit to patient experience excellence, the sum of all interactions, shaped by Wallowa Memorial Hospital's culture, that influence patient perceptions across the continuum of care, in all interactions and at all touch points.

MISSION, VISION & VALUES:

The successful candidate(s) must share and demonstrate through job performance (and will be evaluated on) the ability, willingness and successful application of support for the Mission, Vision and Values of the District:

Mission: To provide premier Health Care

Vision: To be a recognized leader in mission focus, quality care, and fiscal strength

Values: Compassion, Respect, Integrity, Quality, Stewardship, and Family

ESSENTIAL DUTIES & RESPONSIBILITIES:

Includes the following and other duties may be assigned. Nothing in this job description should be inferred to condone an employee acting out of their scope of license. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The RN is responsible for the direct and indirect total nursing care of the patients assigned during a given period of time. The RN may be responsible for the direction and supervision of personnel assigned to their patients. Other duties may be assigned by management as department needs arise. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily, and must have a complete understanding of their limitations in turn seeking advice when necessary.

- Dedication to providing premier patient care and services of the highest quality.
- Provide nursing care to patients by following established standards and procedures, for patient age-specific, cultural, physical, and psychosocial well-being.
- Obtain and document health history, information on chief complaint, vital signs, health risk factors, and assessment of disease condition.
- Provide patient care based on practice guidelines, standards of care, and federal/state laws and regulations.
- Execute prescribed treatments, medical interventions, administer prescribed medications, and monitor and document treatment progress and patient response.
- Refer to/consult with physicians, other health providers, and community resources to prevent and/or resolve problems or concerns.



Wallowa County Health Care District

- Educate patients and families about health status, health maintenance, and management of acute and chronic conditions.
- Document patient assessments, interventions, and plan of care data using established electronic health record and documentation practices.

POSITION SPECIFIC COMPETENCIES:

- Organizing, Planning, and Prioritizing Work: Develop specific goals and plans to prioritize, organize, and accomplish your work while maintaining premiere patient care.
- Communication: Ensure clear & appropriate communication with all individuals involved in patient care.
- Critical Thinking: Applied by the Registered Nurse, in the process of solving problems of patients and decision- making processes with creativity to enhance the outcome. It is an essential process for safe, efficient, and skillful interventions.
- Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes patient/family needs assessment, meeting quality standards for services, and evaluation of patient/family satisfaction.
- Teamwork - Healthcare teams that communicate effectively and work collaboratively reduce the potential for error, resulting in enhanced patient safety and improved clinical performance.

EDUCATION & EXPERIENCE:

- Graduate from an accredited school of nursing,
- Performs all duties per the Oregon Nurse Practice Act,
- Excellent computer skills required.

RN I / RN II	<ul style="list-style-type: none"> • Must hold a current RN license in the state of Oregon and have current CPR (BLS) certification • RN II Must comply with RN I criteria and must have fulfilled one of the following specialized practice area competencies <ol style="list-style-type: none"> Obstetric competency with current certification in fetal monitoring and current NPR; completion of WMH OB module; and demonstrated annual competency in the care area Emergency nursing competency with current ACLS and TEAM or TNCC; completion of WMH ER competency; and demonstrated annual competency to include proper charting and charging Critical Care competency with current ACLS and one year documented experience in a critical care environment and demonstrated annual competency in a critical care environment Med/Surg competency with two or more years' experience in acute care nursing with advanced training in a related field (PICC, Chemo, Home Health, etc) Surgical competency with completion of Peri-Op 101 program through AORN within one year of date of hire into surgery and demonstrated annual competency
RN III	<ul style="list-style-type: none"> • Must comply with RN I criteria • Current ACLS • Must have completed two of the above specialty competencies or advanced practice certification in any one specialty area (CCRN, CEN, MS certification, OB certification, case



Wallowa County Health Care District

	management, etc.) with five years documented full-time experience in that specialty area. Full time Surgery RN with completion of Peri-Op 101 program through AORN within one year of date of hire into surgery and demonstrated annual competencies.
RN IV	<ul style="list-style-type: none"> • Must comply with RN I criteria • Current ACLS and TEAM, TNCC, PALS, ENPC or advanced practice certification • Must have completed three of the above specialty competencies or ten years' experience and an advanced practice certification in any one specialty area with five years documented full-time experience in that specialty area

CORE COMPETENCIES:

- Compassion – Welcomes, mentors and receives new team members. Shows concern for the welfare of others.
- Respect – Manages conflict with respect and dignity for others. Attempts to address issues before escalating.
- Integrity – Owns professional development and seeks self-development. Uses good judgment in resolving job problems. Generates and evaluates alternative solutions and makes effective and timely decisions.
- Quality - Pays close attention to detail. Strives to achieve excellence in all things.
- Stewardship – Careful and responsible management of WCHCD resources. Finds productive work to keep busy during slack periods.
- Family – Creates and participates in a team environment. Applies effective interpersonal and problem- solving skills when responding to coworkers, patients and visitors.

WORK ENVIRONMENT:

This job operates in a healthcare setting. This role requires regular walking to various locations around the hospital. This role also routinely comes into contact with patients who may have contagious illnesses.

While performing the duties of this job, the employee is regularly required to talk and hear. This position is very active and requires standing, walking, bending, kneeling, and stooping all day. The employee must frequently lift and/or move items over 20 pounds.

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.

While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts, fumes or airborne particles, toxic or caustic chemicals, risk of electrical shock, and risk of radiation. The noise level in the work environment is usually moderate.

POSITION TYPE AND EXPECTED HOURS OF WORK:

This position is in a healthcare facility, which is open 24 hours a day, 365 days a year. Rotating shifts as well as holiday and work during inclement weather will be required.

WCHCD CODE of CONDUCT & CONFIDENTIALITY STATEMENT:

As an employee of Wallowa County Health Care District (WCHCD) you must agree to abide by the following code of Conduct/Confidentiality Statement.



Wallowa County Health Care District

I understand and agree that in the performance of my duties I must hold medical information in confidence. I understand that any violation of the confidentiality of medical information may result in punitive action. I will at all times protect the safety of our patient/residents understanding that they are our “customers” and the reason for our employment. I will avoid any and all personal conflicts of interest as it relates to my position at this facility. I agree to abide by the dress code for WCHCD. I will not use any of the assets of WCHCD for personal use. I will abide to all rules and regulations of the State of Oregon and the United States in relation to the operation of a medical facility. I will treat my co-workers at all times in a professional & courteous manner. I will strive to always work as a team player with my co-workers. I agree to report any perceived medical/facility operation noncompliance issues immediately through the compliance reporting process.

I have read and understand the above job description.

Employee Signature

Date

ADA – MENTAL ACTIVITY REQUIREMENTS

Position Being Accessed: RN LEVELS I, II, III Date Form Completed: 4/11/2017

Form Completed By: JENNI WORD Title: CNO

Check the applicable mental demands listed. Consider the level of complexity as well as the frequency of the demand of how often each is done during an average work day (if never, leave box blank).

How often (frequently) does the demand occur: Regularly (R) up to 33%, Frequently (F) from 33-66%, or Continuously (C) 66%+.

Interpersonal Interactions – Frequency F from 33-66%

- F Simple – such as basic information exchange, etc.
- F Moderate – such as providing work direction or instructions (usually one-on-one), etc.
- R Complex – such as coaching, negotiating, selling, making group presentations, etc.

Supervision – Frequency R Up to 33%

- F Simple – provides basic work direction and support to small groups (up to 15) of usually skilled and semi-skilled employees.
- F Moderate – has limited supervisory responsibility for small to medium groups (up to 15) of usually skilled and semi-skilled employees.
- R Complex – has full supervisory responsibility for medium to large groups (16 or more) of usually skilled and highly skilled employees.

Problem-Solving – Frequency F from 33-66%

- F Simple – under general supervision, solves problems for self. Complex problems are referred to supervisor.
- F Moderate – under limited supervision, anticipates and solves problems for self, and other lower level/same level employees within and outside own department.
- R Complex – with little/no supervision or direction, anticipates and solves problems for self and others at all levels of the organization.

Analyzing/Evaluation – Frequency F from 33-66%

- F Simple – under direction, examines basic information and/or situations and prepares summaries or draws conclusions for evaluation by others.
- F Moderate – under general direction, examines moderately complex information and/or situations and prepares summary, including recommendation for review by others.
- R Complex – independently examines complex information and/or situations, evaluates potential impact, options, and makes recommendations.

Decision-Making – Frequency F from 33-66%

- F Simple – majority of decisions are made utilizing established policies and procedures, and concern self and/or work responsibilities only.
- R Moderate – most decisions are made within company policy constraints, and some latitude exists. Decisions may impact others or the organization
- R Complex – decisions are guided by precedent and interpretation of applicable laws, etc. Decisions have a significant impact on others and the organizations.

Equipment Operation – Frequency F from 33-66%

- F Simple – operates simple equipment such as telephone, copy machine, simple hand tools, facsimile machine.
- F Moderate – operates somewhat complex equipment, often requiring education/training, including computer hardware/software, switchboard, and pallet jack/forklift.
- R Complex – operates complex equipment/machinery requiring extensive training and in-depth understanding of various applications, etc.

Discretion/Confidentiality – Frequency C 66%+

- R Simple – work responsibilities seldom concern confidential and/or sensitive information.
- C Moderate – work responsibilities occasionally concern confidential and/or sensitive information requiring the use of discretion.
- C Complex – work responsibilities frequently concern confidential and/or sensitive information requiring the use of discretion at all times.

Math Skills – Frequency F from 33-66%

- F Simple – ability to perform basic math computations including addition, subtraction, multiplication, and division.
- R Moderate – ability to calculate percentages, work with fractional numbers, and perform simple algebra.
- R Complex – ability to perform extrapolation and analysis, using advanced math calculations.

Teamwork – Frequency C 66%+

- F Simple – majority of work is performed independently, seldom requiring the use of teamwork or cooperation.
- R Moderate – teamwork and cooperation are required approximately 50% of the time in order to successfully complete job duties.
- R Complex - teamwork and cooperation are essential to the successful completion of own and others job duties.

Read/Write/Speak English – Frequency C 66%+

- C Simple – ability to understand and follow basic verbal instructions and respond understandably.
- C Moderate – ability to understand and follow somewhat complex verbal and written instructions. Ability to communicate effectively with others, both verbally and in writing.
- C Complex – ability to perform complex verbal and written communication face-to-face and in group settings.

Creativity – Frequency R Up to 33%

- F Simple – job duties are regular and recurring and seldom require conceptualizing, planning or implementing.
- F Moderate – job duties are somewhat varied, occasionally requiring conceptualizing, planning and implementing.
- R Complex – job duties are widely diverse, and frequently require conceptualizing, planning and implementing.

Task Handling – Frequency F from 33-66%

- R Simple – job duties are repetitive and recurring and focus on a single task, seldom requiring attention to other areas/duties.
- F Moderate – job duties tend to be recurring, but occasionally require attention to and/or coordination of concurrent job duties.
- R Complex – job duties are widely varied, and frequently require attention to and/or coordination of concurrent job duties.

ADA – PHYSICAL ACTIVITY REQUIREMENTS

Position Assessed: RN LEVELS 1, 11, 111 **Date Completed:** 4/11/2017

Form Completed By: JENNI WORD **Title:** CNO

Check the applicable physical demands listed. Think of the frequency of the demands in terms of how often each is done in a normal 8 hour work day.

PHYSICAL ACTIVITY DEMANDS	NEVER 0%	REGULARLY UP TO 33%	FREQUENTLY 33-66%	CONTINUOUSLY 66 TO 100%
Sitting	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Walking	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bending	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stooping	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kneeling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climbing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pushing	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pulling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lifting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fingering	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grasping	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talking	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hearing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Repetitive Motions Using Hands/Wrists	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Repetitive Motions Using Feet	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reaching	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feeling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LIFTING OR CARRYING DEMANDS	NEVER 0%	REGULARLY UP TO 33%	FREQUENTLY 33 TO 66 %	CONTINUOUSLY 66 TO 100%
Up to 10 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11 to 20 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
21 to 50 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51 to 75 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76 to 100 lbs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Over 100 lbs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>