NURSE CLINICIAN 2

Position Summary

Under the general supervision of the Nursing Supervisor, the Nurse Clinician 2 performs professional nursing work requiring a license as a Registered Nurse by the State of Wisconsin. The incumbent is responsible for providing direct and indirect patient care to a mostly geriatric and/or disabled population at the Wisconsin Veterans Home (WVH) in King. The Nurse Clinician 2 provides direction to other staff in the provision and coordination of member care, and monitors care given by other health team members on a unit, floor, or in a building. All activities are performed in accordance with applicable standards of practice, facility policy and procedures, facility, and governmental rules and regulations.

Time % Goals and Worker Activities

45% A. Provision of Direct Member Care

A1. Independently assess and document the health status of each member.

A2. In collaboration with other interdisciplinary team members develop and document in the member care plan problems, goals, and approaches that address member's therapeutic, spiritual, psychosocial, and rehabilitative needs using assessment data, input from the member/family, and other health care team members.

A3. Write and communicate to other team members appropriate nursing orders to implement care plan approaches.

A4. Chair or attend care plan or staffing meetings to assess member's change of condition, and work with individual member, families, and other health care team members in designing, evaluating, revising, and updating the member's plan of care.

A5. Implement the member's individual care plan, in collaboration with the health care team, including: directing para-professional staff, establishing priorities, and implementing care in an organized manner.

A6. Establish and maintain a therapeutic relationship with members and family by sharing information from health assessments, providing health education, and facilitating answers to questions/concerns.

A7. Coordinate and recommend member room assignments for admissions and transfers, and assist with planning for discharges in collaboration with other members of the health care team.

A8. Investigate and inform the Nursing Supervisor of problems and concerns with members and/or staff and document on designated forms, maintaining confidentiality.

A9. Administer medications and treatments as assigned.

A10. Assist ancillary staff with all facets of direct member care as needed (bathing, dressing, food and fluids, toileting, etc.).

A11. Provide supportive services to terminally ill members and their families.

A12. Perform member assessments related to the Minimum Data Set (MDS) schedule.

A13. Draw labs and obtain other specimens as ordered per policy and procedure, in the absence of lab personnel.

20% B. Performance of Recordkeeping and Administrative Duties

B1. Participate in and conduct shift reports, care conferences, and other reporting as required.

B2. Perform and/or be responsible for accurate narcotic counts and ensure accuracy of all medication functions.

B3. Document pertinent information, assessments, and changes in the member care plan on the 24-Hour Report.

B4. Transcribe physicians' orders and/or assist and collaborate with other staff in this function.

B5. Implement policy, procedure and applicable federal, state, and Veterans Administration (VA) laws regarding member abuse, neglect and misappropriation and act accordingly to ensure members' safety.

B6. Provide input regarding performance of technical and para-professional nursing staff and input specific to plans to correct identified problems, improving services, and/or other issues.

20% C. Facilitation of Indirect Member Care Management and Maintenance of an Assigned Unit, Floor and/or Building

C1. Determine level of staffing needed to deliver nursing care and meet hours of care required for assigned unit, floor or shift. In collaboration with scheduling and nursing supervision secure and assign replacement staff as needed.

C2. Direct, teach, and monitor other technical, para-professional nursing care staff in performance of direct and indirect nursing care including administering medication and treatments for assigned members.

C3. Direct and/or monitor maintenance of equipment and supplies according to WVH-King policy and procedure.

C4. Train, guide, or serve as a resource to other staff regarding medical treatment, procedures, etc., as required.

C5. Collaborate and/or assist in-service personnel and nursing supervisors in orientation of new employees and/or providing clinical experience to students.

C6. Provide oversight of member care by non-licensed nursing staff and other disciplines.

15% D. Participation in Duties or Activities that Facilitate the Development and Achievement of Personal, Unit, Building, Bureau, Total Team, and Facility Goals and Objectives

D1. Establish positive relationships with other sections that facilitate the efficient operation of the unit/floor/shift and ensure quality service to members.

D2. Participate in general and building specific staff meetings; as assigned in bureau and facility committees; and with colleagues in identifying and discussing ethical conflicts.

D3. Advocate for the member, particularly in areas of self-determination, informed consent, and treatment termination.

D4. Assist with identification of nursing problems that lend themselves to research or quality assurance analysis; facilitate and assist with investigation, data collection, evaluation, and resolution through appropriate channels.

D5. Continue to develop in the professional nurse role through attendance at mandatory and other in-services, outside seminars, and/or formal education programs.

Knowledge, Skills and Abilities

1. Knowledge of emerging nursing care treatments
2. Knowledge of federal, state, and VA rules and regulations which govern healthcare facilities
3. Knowledge of general occupational safety techniques, including: proper lifting techniques
4. Knowledge of general principles of anatomy and physiology
5. Knowledge of geriatric and general nursing theory, principles, standards, practices, and treatment modalities
6. Knowledge of nutrition principles and practices
7. Knowledge of pharmacology
8. Knowledge of quality assurance practices in a healthcare environment
9. Knowledge of regulations, standards and practices related to patient rights and privacy (e.g., Health Insurance Portability and Accountability Act (HIPAA))
10. Knowledge of relevant theories from nursing and other disciplines in planning the care of members
11. Knowledge of emergency protocols at WVH-King
12. Knowledge of safety and infection control practices and principles
13. Knowledge of the State Nurse Practice Act
14. Skill in establishing interpersonal relationships
15. Skill in documentation and recordkeeping practices, including use of electronic technology
16. Skill in problem solving
17. Skill in directing, prioritizing and organizing the activities of nursing employees, based on member care needs
18. Skill in physical assessment, nursing diagnosis and treatments
19. Skill in written and verbal communication
20. Ability to monitor members
21. Ability to provide members with assistance in mobility efforts
22. Ability to stand and/or walk, up to 75 percent of eight hour day to provide resident assessments
23. Ability to work standing, sitting, kneeling or stooping positions
24. Ability to make visual observations
25. Ability to respond appropriately to residents calls and building/campus announcements
26. Ability to lift, push, pull, carry and reach
27. Ability to maintain hygiene, use special safety equipment, and wear protective clothing
28. Ability to work as part of a multi-disciplinary patient care team
29. Ability to provide leadership and technical expertise in patient care to non-professional care provider and non-nursing staff

30. Ability to use relevant theoretical perspectives to articulate the rationale for nursing actions to other healthcare professionals
31. Ability to discern emergency situations and follow appropriate member assistance protocols
32. Ability to use a variety of theoretical perspectives in providing professional nursing care
33. Ability to meet performance expectations as outlined in the annual performance evaluation process and/or strategic initiatives.

Special Requirements

- Must be licensed as a Registered Nurse in the State of Wisconsin or Nurse Licensure Compact State
- Must work varying hours, varying shifts, and/or overtime as required

Environmental Conditions

Working conditions are those similar to the normal working conditions found in a nursing home. This includes exposure to: blood, bodily fluids, bacteria, chemicals, medications, latex, Tyvex, plastic and/or materials which are used for personal protective equipment, bodily injuries, loud/unpleasant noises and high humidity.