

NURSE CLINICIAN 2

Position Summary

Under the general supervision of the Nursing Supervisor, this professional nursing position is responsible for providing direct and indirect patient care to a mostly geriatric and/or disabled population. The incumbent 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 industry standards of practice, facility policies/procedures, and state and federal rules and regulations.

Time% Goals and Worker Activities

50% A. Provision of Direct Member Care

- A1. 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 healthcare team members.
- A3. Chair or attend care plan or staffing meetings working with team in designing, evaluating, revising, updating, writing and communicating and implementing appropriate strategies.
- A4. Participate in and conduct shift reports and other reporting.
- A5. Coordinate and recommend member room assignments for admissions and transfers, and assist with planning for discharges in collaboration with other members of the healthcare team.
- A6. Investigate and inform the Nursing Supervisor of problems and concerns with members and/or staff and document the same.
- A7. Ensure an accurate narcotic count at the beginning of the shift and ensure accuracy of all medication functions.
- A8. Transcribe physician's orders and/or assist and collaborate with other staff in this function.
- A9. Administer medications and treatments.
- A10. Assist ancillary staff with all facets of direct member care.

40% B. Management of Indirect Care and Maintenance of an Assigned Unit, Floor, and/or Building

- B1. Assist in determination or required staffing level to deliver nursing care and meet hours of care required for assigned unit, floor or shift.
- B2. In collaboration with scheduling and nursing supervision, secure and assign replacement staff as needed to maintain staffing levels.
- B3. Direct, monitor, train and serve as a resource to other technical, para-professional nursing care staff in performance of direct and indirect nursing care.
- B4. Collaborate and/or assist in-service personnel and nursing supervisors in orientation of new employees and/or provide clinical experience to students.

- B5. Direct and/or monitor maintenance of equipment and supplies according to WVH policy and procedure.

10% C. Facilitation of the Achievement of Healthcare and Member-Service Goals

- C1. Participate in general and building-specific staff meetings, bureau and facility committees, identifying and discussing ethical conflicts, and advocating for members as appropriate.
- C2. Assist with identification of nursing problems that lend themselves to research or quality assurance analysis, and assist with investigation, data collection, evaluation and resolution.
- C3. Provide input regarding performance of technical and para-professional nursing staff and input specific to plans to correct identified problems, improve services, and/or other issues.
- C4. Develop in the professional nurse role through attendance at mandatory and other in-services, outside seminars and/or formal education programs.

Special Requirements

- Licensure as a Registered Nurse in the State of Wisconsin or a Nurse Licensure Compact State
- Availability to work varying hours, varying shifts, and overtime

Knowledge, Skills and Abilities

1. Knowledge of emerging nursing care treatments
2. Knowledge of federal, state, and Veterans Administration 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. Ability to work independently and as a member of a team
11. Knowledge of safety and infection control practices and principles
12. Knowledge of team building methods
13. Knowledge of the State Nurse Practice Act
14. Knowledge of paper and electronic documentation and recordkeeping practices
15. Skill in interpersonal relations
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 use a variety of theoretical perspectives in providing professional nursing care
21. Ability to work as part of a multi-disciplinary patient care team
22. Ability to provide leadership and technical expertise in patient care to non-professional care providers and non-nursing staff
23. Skill in use of computers and applications, including Microsoft Office Suite or similar software, and electronic charting systems
24. Ability to use relevant theoretical perspectives to articulate the rationale for nursing actions to other healthcare professionals
25. Ability to use special equipment and protective clothing
26. Ability to provide members with assistance in mobility efforts
27. Ability to discern emergency situations and follow appropriate member-care protocols