



POSITION DESCRIPTION

Certified Registered Nurse Anesthetist/CRNA

POSITION SUMMARY:

Under general supervision of the staff anesthesiologist, provides professional anesthesia service. Assists with anesthesia related medical situations such as airway maintenance and pulmonary ventilation.

POSITION DESCRIPTION – Certified Registered Nurse Anesthetist/CRNA

STANDARD

Environment of Care: Demonstrates knowledge and practice of:

1. **Safety** - Department specific and hospital wide safety risks
2. **Security** – Processes for minimizing security risks
3. **Haz Mat/Waste** - Procedures for spills/MSDS
4. **Emergency Preparedness** – Role in emergency codes
5. **Fire Safety** – Role/response in Code Red actual/drill
6. **Med Equipment** – Safe operation of equipment (see specific list) user error education
7. **Utility Systems** – Emergency procedures for utility failures

Infection Control: Demonstrates knowledge and practice of:

8. Department specific policies and procedures
9. Hospital-wide policies and procedures
10. Location/use of personal protective equipment
11. CDC Hand Washing Guidelines

Performance Improvement: Demonstrates knowledge of:

12. Hospital-wide approach to Performance Improvement
13. How department is involved in hospital-wide PI program

Patient Rights: Demonstrates knowledge and practice of:

14. Patient Rights and Responsibilities
15. Confidentiality Policy – HIPAA
16. Ethical Issue Resolution
17. Organizational Ethics Policy
18. Restraint Policy & procedure, alternatives to restraints

Risk Management: Demonstrates knowledge and practice of:

19. Occurrence Reporting
20. Identify and report a sentinel event
21. Sexual Abuse/Allegation Reporting
22. Root Cause Analysis/FEMA

Certifications

- | | |
|------------------|-----------|
| 23. BLS card | Exp date: |
| 24. ACLS card | Exp date: |
| 25. CRNA license | Exp date: |

Patient Safety

26. Non-punitive medical/healthcare reporting
27. National patient safety goals
 - Accuracy of patient identification using patient's name and birth date
28. Fall prevention measures
29. Proper positioning of patient for procedure

STANDARD

- 29. Verbal orders repeated and verified during procedure
- 30. Prevention of fires in the OR
- 31. Medication safety
 - Safe storage and use of narcotics/paralytics
 - Look alike, sound alike medications
 - Dangerous abbreviations list
 - Check system for infusion pump drug, rate and concentration
 - Conscious/deep sedation monitoring
 - Transferring medication from a nonsterile to sterile field
- 32. Verbal orders/critical test results repeated and verified
- 33. Verification procedure for correct site, patient and procedure
- 34. Bed rail safety/risks of entrapment
- 35. Safe transport of monitored patient
- 36. Sentinel events alert
 - Potassium chloride
 - Wrong site surgery
 - Blood transfusion errors
 - High alert medications
 - Operative and postoperative complications
 - Preventing needle sticks and sharps injuries
 - Nosocomial infections
 - Infant abduction
 - Restraints
 - Medication errors related to dangerous abbreviations
 - Exposure to Creutzfeldt-Jacob Disease

Department Core Competencies

- 37. Demonstrate appropriate assessment skills including prioritizing and delegation of patient care activities.
- 38. Recognize and report signs and symptoms of abuse and neglect
- 39. Demonstrates clear knowledge necessary to provide patient care by ensuring all instruments, equipment and supplies are available for procedure.
- 40. Appropriately documents care of patient during the course of their perioperative experience.
- 41. Performs preoperative evaluation by assessing staff notes, progress notes, lab work and patient histories to determine most appropriate anesthetic management.
- 42. Orders additional analyses, consultation, lab work and peri-anesthetic medications as warranted.
- 43. Responsible for determining the status of the patient. Developing a plan of anesthesia care and educating the patient or responsible adult with the proposed plan. Documentation includes that the risks and benefits of anesthesia were discussed and that the patient has given consent.
- 44. Anesthesia care plan:
 - Medical record review
 - Interview and examine patient
 - Obtain and/or reviewing diagnostic tests/laboratory work and consultation necessary to conduct anesthesia
 - Determine the appropriate prescription of pre-operative medications
- 45. Monitors functioning of all equipment and induces general and/or regional anesthesia
 - Assess and document patient's level of consciousness
 - Document any handicaps, prosthesis, implants, drains, tubes, invasive lines upon arrival
 - Addresses any patient question, concern or complaint appropriately
 - Document any treatment or intervention initiated
 - Document any pertinent information
- 46. Manages the anesthesia procedure by monitoring appropriate physical, physiochemical and biochemical indicators such as blood pressure, heart rate, EKG, blood loss, patient position, pulmonary compliance, ABG
 - Provide optimal exposure for procedures, access to I lines, monitoring devices
 - Give attention to patient comfort and safety
 - Utilizes assessment and observation of circulatory/respiratory/musculoskeletal and neurological systems in positioning patient for procedure
 - Utilizes and follows procedure surgeon's preference and patient's condition affecting equipment used for positioning

STANDARD
47. Adjusts anesthesia procedure as required. Informs other medical personnel of all necessary developments
48. Demonstrates awareness of appropriate medication use and follows all policies concerning medication administration
49. Use of assessment and reassessment of patient's response to medications
50. Utilize the nursing process to ensure all of the patient safety goals are incorporated into the care of the patient
51. Demonstrates knowledge of aseptic technique
52. Apply principles of asepsis, maintains sterile field technique at the sterile field, assist with terminal care of equipment and supplies after the surgical procedure is completed
53. Oversees recovery from anesthesia by observing the appropriate indicators in surgery as well as post anesthesia recovery room. Performs post operative evaluation. <ul style="list-style-type: none"> ▪ Accompanies patient from OR during transport. Continues monitoring patient during transport with support appropriate to patient's condition ▪ Patient is re-evaluated upon arrival to PACU and verbal report given to the responsible PACU receiving the patient ▪ Assists as needed if potential to apparent complication are reported and manages complications appropriately
54. Identifies emergency situations and institutes corrective actions in a calm and efficient manner
55. Maintains organizational skill and manual dexterity in the economy of time, motion and supply utilization in a safe, efficient manner
56. Completes documentation in an accurate, timely and legible manner.
Age Specific Competencies
Knowledge
57. Demonstrate knowledge of growth and development
58. Criteria to identify victims of abuse and neglect
Skills
59. Performs age specific nursing assessments
60. Demonstrate age appropriate communication skills
61. Demonstrates ability to assess age specific safety issues and implements appropriate safety devices
62. Demonstrates ability to interpret patient data and hemodynamic responses and react to changes in the patient's condition
Service Standards
63. Is proactive. Anticipates and responds to patient/physician/family members/coworkers needs. Demonstrates An energetic and positive approach to work. Is sensitive to customer's physical, social and cultural needs.
64. Demonstrates accountability and commitment to coworkers. Is a dependable member of the team and addresses issues in a timely manner.
65. Demonstrates sense of ownership. Pays attention to details of job, ensures all mandatory obligations are met.
66. Gives all customers their full attention and treats them with dignity, respect and understanding.
67. Presents a clean, professional, well groomed image. Wears name badge, adheres to uniform policy.
68. Safeguards patient confidentiality in all forms of communication.
69. Works effectively with others toward achieving common goals including morale and teamwork.
70. Interacts compassionately and in a timely manner with all customers.
Equipment – Demonstrate Safe and Effective Use
71. Defibrillator
72. Cardiac monitor
73. Dinamap
74. Pulse oximeter
75. O2 – Medical gases/cannula/mask/flow meter
80. Computers/printers
81. Ability to troubleshoot equipment utilized for routine problems
82. IV pumps
83. Ventilators
84. Cell saver

POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: CRNA

Department: Nursing/Patient Care Services

EDUCATION

- Less than high school
- High school or GED
- Vocational/Technical
- Degree – RN
- 4 year/Bachelor’s Degree
- Post Graduate Degree - CRNA
- License/Certification – current CRNA license in state of practice
- Knowledge of state, federal, JCAHO regulations

EXPERIENCE

- One year CRNA experience in Acute care setting

SKILLS

- Organizational
- Verbal/Follow verbal instructions
- Interpersonal
- Customer Relations
- Mathematical
- Analytical
- Grammar/Spelling
- Read/Comprehend/Follow written instructions
- Transcription
- BLS
- ACLS
- Computer
- Management/Planning Skills

PRE-PLACEMENT TESTING

- Minimum score of on Clerical test
- Minimum typing of wpm
- Minimum score of 84 on PCT test
- Minimum score of 84 on WS test
- Minimum score of 84 on MT test
- Minimum score of 100 on Filing test
- Minimum score of 84 on Nursing medication test

**AGE OF PATIENTS SERVED
(For Nursing/Patient Care Positions)**

- Neonate/Infant (birth - 1 yr)
- Child/Ped. (1 - 12 yrs)
- Adolescence (13 - 18 yrs)
- Adult (19 - 65 yrs)
- Geriatric (66 + yrs)

MENTAL AND EMOTIONAL REQUIREMENTS

- Manage stress appropriately
- Make decisions under pressure
- Manage anger/fear/hostility/violence of others appropriately
- Handle multiple priorities
- Work alone
- Work in areas that are confined and/or crowded
- Concentration to detail
- Memory for detail

HAZARDS

- Exposure to toxic/caustic/chemicals/detergents
- Exposure to extreme conditions, hot/cold
- Exposure to dust/fumes/gases
- Exposure to moving mechanical parts
- Exposure to potential electrical shock
- Exposure to x-ray/electromagnetic energy
- Exposure to high pitched noises
- Exposure to communicable diseases
- Exposure to blood and/or body fluids
- Exposure to excessive sunlight, or work outdoors
- Unprotected heights
- CRT (computer) monitor
- Operating heavy equipment
- OTHER:

**PHYSICAL REQUIREMENTS
(See definitions on next page)**

- Sedentary work
- Light work
- Medium work
- Heavy work
- Very heavy work

The minimum requirements of this position require the individual to:

- Stand for 2 hour(s) per day
- Sit for 4 to 5 hour(s) per day
- Walk for 1 hour(s) per day
- Perform repetitive tasks/motions
- Distinguish colors
- Hear alarms/telephone/tape recorder/normal speaking voice
- Have good manual dexterity
- Have good eye-hand-foot coordination
- Have clarity of vision
- Have good writing ability

Evaluate the requirements and activity percentage in time for this position based on the following:

- 1 - Not at all (0%)**
- 2 - Occasionally (1 - 33%)**
- 3 - Frequently (34 - 66%)**
- 4 - Continuously (67 - 100%)**

- 1 Climbing
- 2 Bending
- 2 Crouching
- 2 Squatting
- 2 Crawling
- 2 Kneeling
- 2 Balancing
- 2 Pulling with force
- 2 Reaching above head
- 2 Reaching above shoulder
- 3 Twisting at waist
- 3 Push/pull (up to 75 lbs.)
- 3 Lift/carry (up to 20 lbs.)
- 2 Lift from floor level up
- 3 Lift from waist level up
- 3 Lift above shoulders/head

POSITION (MINIMUM) REQUIREMENT CHECKLIST

LIST PERSONAL PROTECTIVE EQUIPMENT REQUIRED:

1. Gloves
2. Gown
3. TB mask (if respirator fit tested)
4. Goggles
5. Mask
6. Face Shield
7. Shoe covers/booties

LIST OTHER MINIMUM REQUIREMENTS:

OCCUPATIONAL EXPOSURE TO BLOODBORNE PATHOGENS

- A - Routine exposure
- B - Occasional exposure
- C - No exposure

OCCUPATIONAL EXPOSURE TO TB

- 1 - Routine exposure
- 2 - Potential exposure
- 3 - No exposure

COMPRESSED GAS USAGE

- Yes
- No

DEFINITIONS:

SEDENTARY WORK:	Prolonged periods of sitting and exert up to 10 lbs. force occasionally.
LIGHT WORK:	Exert up to 20 lbs. force occasionally, and/or up to 10 lbs. frequently.
MEDIUM WORK:	Exert up to 50 lbs. force occasionally, and/or up to 20 lbs. frequently, and/or up to 10 lbs. constantly.
HEAVY WORK:	Exert up to 100 lbs. force occasionally, and/or 50 lbs. frequently, and/or 20 lbs. constantly.
VERY HEAVY WORK:	Exert over 100 lbs. force occasionally, and/or over 50 lbs. frequently, and/or over 20 lbs. constantly.

I have reviewed these job requirements and verify that I am able to perform the minimum requirements and essential functions of this position.

Employee Signature

Date