



## POSITION DESCRIPTION Critical Care- RN

**POSITION SUMMARY:**

The critical care nurse is responsible and accountable for prescribing, delegating and coordinating the nursing care to the patient of the Intensive Care Unit/CCU/MICU/SICU.

### POSITION DESCRIPTION – Critical Care RN

#### 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:

**Patient Safety**

25. Non-punitive medical/healthcare reporting
26. National patient safety goals
  - Accuracy of patient identification using patient's name and birth date
27. Fall prevention measures
28. Restraint alternatives/patient checks/use of seclusion
29. Ventilator alarm settings and operation

**STANDARD**

- 30. Verbal orders repeated and verified during procedure
- 31. Clinical alarm safety
- 32. Medication safety
  - Safe storage and use of narcotics
  - Look alike, sound alike medications
  - Dangerous abbreviations list
  - Double check system for Heparin and Insulin
  - Check system for infusion pump drug, rate and concentration
  - Conscious sedation monitoring
  - Safe storage and use of paralytics
- 33. Verbal orders/critical test results repeated and verified
- 34. Infant abduction prevention and response
- 35. Inpatient suicide risk factors
- 36. Bed rail safety/risks of entrapment
- 37. Safe transport of monitored patient
- 38. Electrical safety related to monitoring equipment
- 39. Verification procedure for correct patient, site and procedure
- 40. 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
  - Preventing ventilator related deaths and injuries
  - Bed related entrapment deaths

**Department Core Competencies**

- 41. Serve as patient/family/significant other advocate in regard to decisions affecting the plan of care
- 42. Documents in an accurate, timely manner
- 43. Demonstrates the ability to assign/delegate patient care appropriately based on staff competency and patient acuity needs
- 44. Demonstrates skills of accurate assessment, reassessment, development and implementation of plan of care
- 45. Demonstrates knowledge of specific conditions, disease and treatment therapies for the specific patient population of the unit
- 46. Demonstrates appropriate assessment, patient/family teaching of management of pain, beginning at admission with reassessment and follow up throughout hospitalization concluding with discharge planning needs.
- 47. Demonstrates responsibility/accountability for completion of assignments in a timely manner
- 48. Identifies cultural and religious needs, language barriers, physical and psychological limitations
- 49. Assess, collaborate and coordinate discharge planning needs and readiness for discharge with other members of the health care team
- 50. Blood sampling
  - Phlebotomy
  - Central line specimen
  - Arterial line specimen
- 51. Wound and skin care – wound packing
- 52. Ostomy care
- 53. Knowledge of cardiac and emergency medications
- 54. IV Therapy
  - Insertion
  - Aseptic technique
  - Site
  - Dressing
  - Tubing changes
  - Use of pumps
- 55. Central venous catheters
  - TPN
  - Monitoring pressure
  - Drawing specimens
- 56. Blood and blood product administration

**STANDARD**

57. Pulmonary assessment <ul style="list-style-type: none"><li>▪ Pulse oximetry</li><li>▪ Signs of distress</li></ul>
58. Assist with intubations
59. Suctioning <ul style="list-style-type: none"><li>▪ Oral</li><li>▪ Naso-pharyngeal</li><li>▪ Endotracheal</li></ul>
60. Care of patient with tracheotomy
61. Care of post vascular stent patient
62. Assessment of GI and GU systems
63. Foley catheter insertion and maintenance
64. NG Tube insertion and maintenance
65. Feeding tube insertion and administration of tube feedings
66. Care of chemotherapy patients <ul style="list-style-type: none"><li>▪ Medications</li><li>▪ Special precautions</li><li>▪ Spill precautions</li></ul>
67. Care of behavioral health patient on unit: <ul style="list-style-type: none"><li>▪ Code – assistance needed</li><li>▪ Restraints</li><li>▪ Intentional drug overdose</li><li>▪ Suicide precautions</li></ul>
68. Assessment of mental/neurological status
69. Pre and post operative care
70. Chest tube to underwater seal and suctioning
71. Removal of staples and sutures
72. Arterial sheath removal
73. Care of Bariatric surgical patient
74. Pronouncement of patient
75. Discontinuation of CVC/pulmonary artery catheter/pacemaker
76. Discontinuation of epidural catheter
77. Discontinuation of standard arterial line
78. Hemodynamic monitoring and interpretation of data
79. Care of neurological surgical patient
80. Care of patient on ventilation
81. Care of terminally ill patient
82. Interpretation of cardiac rhythms and initiates appropriate response
<b>Age Specific Competencies</b>
<b>Knowledge</b>
83. Demonstrate knowledge of growth and development
84. Criteria to identify victims of abuse and neglect
<b>Skills</b>
85. Performs age specific nursing assessments and develops interdisciplinary plan of care that is age specific
86. Assesses age specific safety issues and uses appropriate safety devices
87. Demonstrate age appropriate communication skills
88. Demonstrates ability to plan care with frequent breaks for elderly patients
89. Demonstrates ability to implement appropriate skin care to maintain skin integrity
90. Demonstrates ability to provide age specific teaching for patient and family/significant others
91. Demonstrates ability to assess age specific safety issues for the monitored patient
92. Demonstrates ability to interpret patient data including hemodynamic measures and react to changes in the patient's condition
93. Assists with discharge planning for all patients focusing on special discharge and aftercare needs of the population served
94. Able to interpret arrhythmias and age specific response
<b>Service Standards</b>
95. 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.
96. Demonstrates accountability and commitment to coworkers. Is a dependable member of the team and addresses issues in a timely manner.
97. Demonstrates sense of ownership. Pays attention to details of job, ensures all mandatory obligations are met.

**STANDARD**

98. Gives all customers their full attention and treats them with dignity, respect and understanding.
99. Presents a clean, professional, well groomed image. Wears name badge, adheres to uniform policy.
100. Safeguards patient confidentiality in all forms of communication.
101. Works effectively with others toward achieving common goals including morale and teamwork.
102. Interacts compassionately and in a timely manner with all customers.

**Equipment – Demonstrate Safe and Effective Use**

103. Critical care and specialty beds
104. Defibrillator
105. Central monitoring station
106. Peritoneal dialysis catheter and system
107. Cardiac monitor – bedside
108. Dinamapp
109. CPM
110. Cell saver
111. Plexipulse/SCD
112. PCA
113. Pleurvac
114. Crash cart
115. Transport monitor
116. Pulse oximeter
117. Epidural catheter pumps
118. Printers
119. O2 – Medical gases/cannula/mask/flow meter
120. Portable oxygen tanks
121. 12 lead EKG machine
122. Non invasive BP monitor/Doppler
123. Transcutaneous pacemaker
124. Transvenous pacemaker

## POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: Critical Care RN

Department: Nursing/Patient Care Svcs

### EDUCATION

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

### EXPERIENCE

- Two years general ICU experience
- One year CCU/SICU/MICU critical care experience
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### 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/Peds (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 10 hour(s) per day
- Sit for 1 hour(s) per day
- Walk for 10 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%)**

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

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Employee Signature

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Date