



## POSITION DESCRIPTION Labor and Delivery RN

**POSITION SUMMARY:**

The Labor and Delivery RN is responsible and accountable for assessing, delegating and coordinating the nursing care to patients in Obstetrics.

### POSITION DESCRIPTION – Labor and Delivery 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. | NRP card   | Exp date: |  |
| 25. | RN 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. Verbal orders/critical test results repeated and verified
30. Infant abduction prevention and response

## STANDARD

31. Clinical alarm safety
32. Fetal heart monitoring
33. Identification system for mother and baby
34. Bed rail safety/risks of entrapment
35. Electrical safety related to monitoring equipment
36. Verification procedure for correct patient, site and procedure
37. Medication safety
  - Look alike, sound alike medications
  - Safe storage and use of narcotics
  - Double check for insulin and heparin
  - Dangerous abbreviation list
  - Transferring medications from nonsterile to sterile field
  - Check system for infusion pump drug, rate and concentration
38. Sentinel events alert
  - Potassium chloride
  - Blood transfusion errors
  - Inpatient suicide
  - Restraints
  - Pre and post operative complications
  - Kernicterus prevention and treatment
  - Preventing needle sticks and sharps injuries
  - Nosocomial infections
  - Bed related entrapment deaths

### Department Core Competencies

39. Demonstrate skills of accurate assessment, reassessment and development of the plan of care
40. Demonstrate knowledge of specific conditions, disease and treatment therapies for the specific patient population of the unit
41. Demonstrates awareness and respect for patient, family, significant others as an individual and as a family unit
42. Demonstrates patient/family teaching from admission throughout hospitalization to discharge
43. Demonstrates responsibility/accountability for completion of assignments in a timely manner
44. Identifies cultural and religious needs, language barriers, physical and psychological limitations
45. Assess, collaborate and coordinate discharge planning needs and readiness for discharge with other members of the health care team. Initiate screen referrals on a timely basis
46. Communicate in an accurate, timely manner significant changes in patient status and response to treatment
47. Documents in an accurate, timely manner
48. Demonstrates the ability to assign/delegate patient care appropriately based on staff competency and patient acuity
49. Knowledge and application of EMTALA

### Labor and Delivery Competencies

50. Demonstrates knowledge and skills necessary to provide obstetrical care
  - Performs physical assessment including vaginal exam, Leopold maneuver and fundal assessment
  - Performs psychosocial assessment to determine specific needs based on knowledge of growth and development and to determine if the patient may be a victim of abuse or neglect
  - Determine fetal well being through interpretation of fetal heart rate tracings
  - Assess normal vs. abnormal labor patients
  - Assist physician with normal vaginal delivery

**STANDARD**

51. Demonstrates knowledge and skills to provide appropriate nursing care to specific patient populations, including high risk patients and medical emergencies. RN will develop goals, expected outcomes and do discharge planning including but not limited to those patients with:

- Pre-eclampsia
- Eclampsia
- Diabetes
- Teen pregnancy
- Cardiac complications
- Preterm labor or delivery
- Respiratory complications
- Acute OB Emergencies
- Prolapsed cord
- Non-reassuring fetal heart rate patterns
- Placenta previa
- Abruptio
- Malpresentation
- CPD
- Tetanic contractions
- Chorioamnionitis
- Signs and symptoms of ruptured uterus
- Precipitous delivery
- Hemorrhage
- Multiple gestation
- Amniotic fluid disorders
- MVA
- Trauma
- Perinatal bereavement
- Adoption

52. Practices identification system for mother and baby

53. Knowledge and skill to perform and/or assist with diagnostic, therapeutic and safety procedures:

- Fetal monitoring
- Competent to apply FSE
- Assist with insertion of IUPC
- Versions
- Amniocentesis
- Ultrasound
- Speculum exams
- Fetal scalp pH sampling
- Obstetric cultures
- McRoberts procedure

54. Demonstrates ability to perform ongoing assessment and intervention of pain management in the obstetric patient

- Documentation regarding assessment of level of pain, interventions and patient response
- Assist with administration of epidural anesthesia
- Recovery of post epidural

55. Demonstrate ability to incorporate patient and family into nursing care

- Inclusion into plan of care will result in achievement of expected outcomes
- Promotion of patient and family education regarding labor and delivery
- Promoting bonding
- Providing bereavement care
- Provide support for laboring patients

56. Demonstrates perioperative skills and knowledge of aseptic technique

- Circulation duties during normal obstetrical and emergency procedures
- Scrub capable
- Can assist physician with normal obstetrical and emergency procedures
- Proper disposition of pathology specimens

57. Demonstrates ability to competently assess and care for recovering OB patient

- Documentation of appropriate evaluations including IV access, fundus, bleeding, VS, bladder status, Foley care, oxygenation, incisions and dressing

**STANDARD****Age Specific Competencies****Knowledge**

58. Demonstrate knowledge of growth and development

59. Criteria to identify victims of abuse and neglect

**Skills**

60. Demonstrates ability to perform age specific nursery and LDRP assessments and develops interdisciplinary plan of care

61. Demonstrate age appropriate communication skills

62. Demonstrates ability to provide age specific teaching and discharge planning

63. Demonstrates ability to assess age specific safety issues in nursery and LDRP and implement appropriate safety devices

64. Demonstrates ability to interpret patient data and react to changes in patient's condition

**Service Standards**

65. 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.

66. Demonstrates accountability and commitment to coworkers. Is a dependable member of the team and addresses issues in a timely manner.

67. Demonstrates sense of ownership. Pays attention to details of job, ensures all mandatory obligations are met.

68. Gives all customers their full attention and treats them with dignity, respect and understanding.

69. Presents a clean, professional, well groomed image. Wears name badge, adheres to uniform policy.

70. Safeguards patient confidentiality in all forms of communication.

71. Works effectively with others toward achieving common goals including morale and teamwork.

72. Interacts compassionately and in a timely manner with all customers.

**Equipment – Demonstrate Safe and Effective Use**

73. Fetal monitor external/internal

74. Non invasive BP monitor

75. Cardiac monitor

76. Electrocautery unit

77. IV infusion pump

78. Fluid warmer

79. Ambu bags – adult and neonatal

80. PCA pump

81. Pulse oximeter

82. OR table

83. Birthing bed

84. Surgical lights

85. Fetal surveillance system

86. Radiant warmers

87. Emergency O2 shutoff

88. Oxygen therapy

89. Computer/printer

90. Fax machine

**POSITION (MINIMUM) REQUIREMENT CHECKLIST**

Position Title: Labor and Delivery RN

Department: Nursing/Patient Care Services

**EDUCATION**

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

**EXPERIENCE**

- One year experience as a RN in Labor and Delivery or LDRP
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**SKILLS**

- Organizational
- Verbal/Follow verbal instructions
- Interpersonal
- Customer Relations
- Mathematical
- Analytical
- Grammar/Spelling
- Read/Comprehend/Follow written instructions
- Transcription
- BLS
- NRP
- 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 4 hour(s) per day
- Sit for 2 hour(s) per day
- Walk for 2 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
- 4 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/shoe covers

### 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