



POSITION DESCRIPTION

Neonatal Intensive Care Unit/NICU - RN

POSITION SUMMARY:

The neonatal critical care nurse is responsible and accountable for prescribing, delegating and coordinating the nursing care to the patient of the NICU.

POSITION DESCRIPTION – Neonatal Intensive Care Unit RN						
STANDARD						
Environment of Care: Demonstrates knowledge and practice of:						
<ol style="list-style-type: none"> 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:						
<ol style="list-style-type: none"> 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:						
<ol style="list-style-type: none"> 12. Hospital-wide approach to Performance Improvement 13. How department is involved in hospital-wide PI program 						
Patient Rights: Demonstrates knowledge and practice of:						
<ol style="list-style-type: none"> 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:						
<ol style="list-style-type: none"> 19. Occurrence Reporting 20. Identify and report a sentinel event 21. Sexual Abuse/Allegation Reporting 22. Root Cause Analysis/FEMA 						
Certifications						
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Patient Safety						
<ol style="list-style-type: none"> 25. Non-punitive medical/healthcare reporting 26. National patient safety goals <ul style="list-style-type: none"> ▪ 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, family teaching concerning the 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. Recognizes potential adverse outcomes for fetus and neonate of common prenatal and perinatal conditions. Demonstrates assessment and management strategies to minimize risk to fetus and/or newborn in following:
 - Maternal infections
 - Fetal exposure to harmful substances
 - Maternal insulin dependent and pregnancy induced glucose intolerance
 - Multiple gestation
 - Placental abnormalities
 - Pre-eclampsia. Eclampsia
 - Chorioamnionitis
 - Oligohydramnios
 - Polyhydramnios
 - Premature labor, ruptured membranes
 - Complication of anesthesia and delivery
 - Fetal distress during delivery
 - Maternal blood group incompatibilities
 - Maternal conditions – lupus, HELLP syndrome, thrombocytopenia
51. Assess, resuscitate and stabilize critically ill neonates
 - NRP protocols
 - Use of neonatal resuscitation drugs

STANDARD

52. Demonstrates monitoring and therapeutic techniques in NICU: <ul style="list-style-type: none">▪ Physiologic monitoring of temperature, pulse, respiration, blood pressure▪ Pulse oximetry▪ Neonatal pain and drug withdrawal scales
53. Respiratory/airway management <ul style="list-style-type: none">▪ Oxygen administration by hood, CPAP or assisted ventilation▪ Endotracheal intubation▪ Administration of surfactant therapy▪ Positive pressure ventilation and basic ventilator management▪ Extracorporeal membrane oxygenation/nitric oxide therapy
54. Assist/perform/maintain the following: <ul style="list-style-type: none">▪ Phlebotomy▪ Central line specimen▪ Arterial line specimen▪ Umbilical arterial and venous catheterization▪ Central hyperalimentation and parenteral nutrition▪ Enteral nutrition▪ Blood and blood product administration including exchange transfusion▪ Arterial puncture▪ Venous access by peripheral vein
55. Provide education to parents on home medical equipment and services needed for oxygen-dependent and technology dependent graduates of NICU <ul style="list-style-type: none">▪ Oxygen▪ Apnea monitor▪ Ventilator▪ Home hyperalimentation
56. Use of appropriate resources to facilitate transition to home of technology dependent neonate
57. Knowledge of cardiac and emergency medications
58. IV Therapy <ul style="list-style-type: none">▪ Insertion▪ Aseptic technique▪ Site▪ Dressing▪ Tubing changes▪ Use of pumps
59. Pulmonary assessment <ul style="list-style-type: none">▪ Pulse oximetry▪ Signs of distress
60. Assessment of GI and GU systems
62. Assessment of mental/neurological status
63. Pre and post operative care
64. Chest tube to underwater seal and suctioning
69. Removal of staples and sutures
70. Care of ECMO patient
71. Pronouncement of patient
72. Gastric tube placement (OG, NG)
73. Assist with lumbar puncture
74. Endotracheal medication administration
75. Suctioning – nares/oral pharynx/trachea
76. Interpretation of hemodynamic monitoring
77. EKG – emergency interpretation
Age Specific Competencies
Knowledge
78. Demonstrate knowledge of growth and development
79. Criteria to identify victims of abuse and neglect
Skills
80. Performs age specific nursing assessments and develops interdisciplinary plan of care that is age specific
81. Assesses age specific safety issues and uses appropriate safety devices
82. Demonstrate age appropriate communication skills
83. Demonstrates ability to plan care that is age specific; age specific medication administration.
84. Demonstrates ability to implement appropriate skin care to maintain neonatal skin integrity
85. Demonstrates ability to provide age specific teaching for family/significant others

STANDARD

86. Demonstrates ability to assess age specific safety issues for the monitored patient

87. Demonstrates ability to interpret patient data including hemodynamic measures and react to changes in the patient's condition

88. Assists with discharge planning for all patients focusing on special discharge and aftercare needs of the population served

89. Able to interpret arrhythmias and age specific response

Service Standards

90. 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.

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

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

STANDARD

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

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

95. Safeguards patient confidentiality in all forms of communication.

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

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

Equipment – Demonstrate Safe and Effective Use

98. Peritoneal dialysis

99. Defibrillator

100. Cardiac monitor

101. Dinamapp

102. HFV

103. Apnea monitor

104. Electric breast pump

105. Radiant warmer

106. Oximeter

107. Oxyhood

108. ECMO

109. Nebulizer

110. Transport monitor

111. CPAP

112. 12 lead EKG machine

113. Printers

114. O2 – Medical gases/cannula/mask/flow meter

115. Portable oxygen tanks

116. Invasive hemodynamic monitoring

POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: NICU 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

EXPERIENCE

- One year general NICU 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
- 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 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:

SEDDENTARY 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