



POSITION DESCRIPTION

Post Anesthesia Care Unit/PACU- RN

POSITION SUMMARY:

The PACU nurse utilizes the nursing process to identify patient needs for continuous assessment in the PACU. The RN will document and evaluate the effectiveness of nursing actions and ensure a safe environment of care. The PACU nurse is responsible and accountable for working with other departments to ensure continuity of care.

POSITION DESCRIPTION – Post Anesthesia Care Unit/PACU 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. 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. Document assessment data and utilize information to provide safe, continuous care in accordance with AORN and ASPAN standards.
- 38. Recognize and report signs and symptoms of abuse and neglect
- 39. Prioritize and delegate patient care activities based on accurate patient assessment
- 40. Assessment of pain upon admission and through the PACU stay
- 41. Communicate with other members of the health care team regarding the patient's condition during the post operative period
- 42. Has knowledge of the following procedures and ability to perform:
 - Arterial line sampling and monitoring
 - Nursing responsibilities for patient on ventilator
 - Fentanyl infusion by epidural catheter
 - Accurate CVP read
 - Defibrillation – adult
 - Defibrillation – pediatric
 - Airway management – adult
 - Airway management – pediatrics
 - Code care
 - Malignant hyperthermia
 - Assists with CVP placement and epidurals
- 43. Plans for the care of the patient in the immediate post-op period by utilizing the nursing process and ASPAN Standards
- 44. Clearly demonstrates the knowledge necessary to provide care to patients with:
 - Potential for respiratory dysfunction
 - Alterations in cardiac output
 - Alterations/changes in hydration status
 - Alterations in core temperature
 - Altered LOC
 - Pain management in the post operative phase
- 45. Demonstrates awareness of appropriate medication use and follows all policies concerning medication administration
- 46. Use of assessment and reassessment of patient's response to medications
- 47. Utilize the nursing process along with ASPAN standards to ensure all of the patient safety goals are incorporated into the care of the patient
- 48. Demonstrates knowledge of aseptic technique
- 49. 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

STANDARD

50. IV Therapy <ul style="list-style-type: none">▪ Insertion▪ Aseptic technique▪ Site▪ Dressing▪ Tubing changes▪ Use of pumps
51. Central venous catheters <ul style="list-style-type: none">▪ Monitoring pressure▪ Drawing specimens
52. Blood and blood product administration
53. Pulmonary assessment <ul style="list-style-type: none">▪ Pulse oximetry▪ Signs of distress
54. Assist with intubations
55. Suctioning <ul style="list-style-type: none">▪ Oral▪ Naso-pharyngeal▪ Endotracheal
56. Identifies emergency situations and institutes corrective actions in a calm and efficient manner
57. Maintains organizational skill and manual dexterity in the economy of time, motion and supply utilization in a safe, efficient manner
58. Completes documentation in an accurate, timely and legible manner.
59. Completes all appropriate charges on a timely basis
Age Specific Competencies
Knowledge
60. Demonstrate knowledge of growth and development
61. Criteria to identify victims of abuse and neglect
Skills
62. Performs age specific nursing assessments
63. Demonstrate age appropriate communication skills
64. Demonstrates ability to interpret arrhythmias and initiate age specific responses
65. Demonstrates ability to assess age specific safety issues and implements appropriate safety devices
66. Demonstrates ability to interpret patient data and hemodynamic responses and react to changes in the patient's condition
Service Standards
67. 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.
68. Demonstrates accountability and commitment to coworkers. Is a dependable member of the team and addresses issues in a timely manner.
69. Demonstrates sense of ownership. Pays attention to details of job, ensures all mandatory obligations are met.
70. Gives all customers their full attention and treats them with dignity, respect and understanding.
71. Presents a clean, professional, well groomed image. Wears name badge, adheres to uniform policy.
72. Safeguards patient confidentiality in all forms of communication.
73. Works effectively with others toward achieving common goals including morale and teamwork.
74. Interacts compassionately and in a timely manner with all customers.
Equipment – Demonstrate Safe and Effective Use
75. Defibrillator
76. Cardiac monitor
77. Dynamap
78. Transport monitor
79. Pulse oximeter
80. O2 – Medical gases/cannula/mask/flow meter
81. Bariatric equipment
82. Computers/printers
83. Ventilators
84. Ability to troubleshoot equipment utilized in the PACU for routine problems
85. Infusion pumps

POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: PACU 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 critical care experience
- One year PACU 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/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 6 hour(s) per day
- Sit for 1 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
- 2 Twisting at waist
- 2 Push/pull (up to 75 lbs.)
- 2 Lift/carry (up to 20 lbs.)
- 2 Lift from floor level up
- 2 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. Shield

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