



POSITION DESCRIPTION

Pediatric Intensive Care Unit/PICU - RN

POSITION SUMMARY:

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

POSITION DESCRIPTION – Pediatric 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
<ol style="list-style-type: none"> 23. BLS card Exp date: 24. PALS card Exp date:
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, 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

- Pulse oximetry
- Signs of distress

58. Assist with intubations

59. Suctioning

- Oral
- Naso-pharyngeal
- Endotracheal

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

- Medications
- Special precautions
- Spill precautions

67. Care of behavioral health patient on unit:

- Code – assistance needed
- Restraints
- Intentional drug overdose
- Suicide precautions

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 ECMO 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

Age Specific Competencies**Knowledge**

83. Demonstrate knowledge of growth and development

84. Criteria to identify victims of abuse and neglect

Skills

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 that is age specific; age specific medication administration.

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

Service Standards

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. ECMO
- 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. Metered dose inhaler
- 124. Invasive hemodynamic monitoring

POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: PICU 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 PICU 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
- PALS
- 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