



## POSITION DESCRIPTION Pediatric RN

**POSITION SUMMARY:**

The pediatric nurse is responsible and accountable for assessing, planning, implementing and evaluating the nursing care of patients on the pediatric unit.

### POSITION DESCRIPTION – Pediatric 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. Other Certification      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
29. Restraint/seclusion patient checks

**STANDARD**

- 30. Inpatient Suicide risk factors
- 31. Medication safety
  - Look alike, sound alike medications
  - Dangerous abbreviations list
  - Double check system for Heparin and Insulin
  - Safe storage and use of narcotics
  - Check system for infusion pump drug, rate and concentration
- 32. Verbal order/critical test results repeated and verified
- 33. Bed rail safety/risks of entrapment
- 34. Sentinel events alert
  - Preventing needle sticks and sharps injuries
  - Nosocomial infections
  - High alert medications
  - Infant abduction prevention and response
  - Potassium chloride
  - Wrong site surgery
  - Blood transfusion errors
  - Operative and post operative complications
  - Transferring medication to sterile field
  - Medication errors related to dangerous abbreviations

**Department Core Competencies**

- 35. Serve as patient/family/significant other advocate in regard to decisions affecting the plan of care
- 36. Documents in an accurate, timely manner
- 37. Identify and document patient/family/significant others educational needs and implement ongoing education relevant to those needs
- 38. Demonstrates skills of accurate assessment, reassessment, development and implementation of plan of care.
- 39. Demonstrates knowledge of specific conditions, disease and treatment therapies for the specific patient population of the unit
- 40. 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.
- 41. Demonstrates responsibility/accountability for completion of assignments in a timely manner
- 42. Identifies cultural and religious needs, language barriers, physical and psychological limitations.
- 43. Assess, collaborate and coordinate discharge planning needs and readiness for discharge with other members of the health care team on a timely basis.
- 44. Implements plan of care in a safe, accurate and appropriate manner
- 45. Evaluates patient response to plan of care, prioritize and implement the appropriate changes to care
- 46. Demonstrates awareness and respect for the patient/family members/significant other as an individual and as a family unit
- 47. Ability to assign/delegate patient care appropriately based on staff competency and patient acuity/needs
- 48. Provides direct supervision and assist in evaluation of staff performance
- 49. Provides care in a nonjudgmental, non-discriminatory manner that is sensitive to the infant, toddler, pre-school, school age or adolescent patient's and family's diversity, taking care to preserve their autonomy, dignity and rights.
- 50. Initiates emergency resuscitative measures according to pediatric resuscitation and advanced life support protocols
- 51. Appropriate response to emergency situation – acts rapidly and effectively, managing self, patient and other employees
- 52. Provides psychosocial support and resources for pediatric patient/family and documents progress toward problem resolution
- 53. Reports pertinent changes in patient condition to charge nurse and/or physician in a timely manner.
- 54. Staple/suture removal
- 55. Chest tube care
- 56. Tracheotomy care
- 57. Pronouncement of patient
- 58. Organ donation form
- 59. Aseptic technique
- 60. Blood transfusion reactions
- 61. Wound care and skin care protocols
- 62. Pediatric drug calculations

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

63. Demonstrate knowledge of growth and development – identifies developmental stage for pediatric patient  
64. Criteria to identify victims of abuse and neglect

**Skills**

65. Performs age specific nursing assessments including physical development, nutritional needs, psychosocial needs, educational and safety needs and develops interdisciplinary plan of care for the pediatric/adolescent patient  
66. Provides age appropriate nursing care  
67. Assists in age specific medical data collection for nursing assessments  
68. Provides environmental surroundings appropriate to the age of patient  
69. Implements appropriate skin care protocols to maintain skin integrity  
70. Performs age specific treatments utilizing proper equipment  
71. Assesses age specific safety issues  
72. Demonstrate age appropriate communication skills  
73. Demonstrates ability to provide age specific teaching and discharge planning for patient and family/significant others  
74. Provides therapy, medication administration, pain management and respiratory therapies appropriate to age of patient.

**Service Standards**

75. 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.  
76. Demonstrates accountability and commitment to coworkers. Is a dependable member of the team and addresses issues in a timely manner.  
77. Demonstrates sense of ownership. Pays attention to details of job, ensures all mandatory obligations are met.  
78. Gives all customers their full attention and treats them with dignity, respect and understanding.  
79. Presents a clean, professional, well groomed image. Wears name badge, adheres to uniform policy.  
80. Safeguards patient confidentiality in all forms of communication.  
81. Works effectively with others toward achieving common goals including morale and teamwork.  
82. Interacts compassionately and in a timely manner with all customers.

**Equipment – Demonstrate Safe and Effective Use**

83. Oxygen wall regulators and setup of portable oxygen  
84 Patient call system  
85. Electronic thermometer  
86. Traction  
87. Apnea monitor  
88. Doppler  
89. Telemetry  
90. Defibrillation/Cardioversion  
91. Bulb syringe  
92. NG tube / suctioning  
93. O2 Hood  
94. O2 Isolette  
95. Specialty beds  
96. Oximeter  
97. Safety bed alarm system  
98. Drains (Hemovac, JP)  
99. IV pump  
100. Infusion pumps  
101. Lift devices/transfer boards  
102. Dynamap  
102. Crash cart  
103. Enteral feeding pump

## POSITION (MINIMUM) REQUIREMENT CHECKLIST

Position Title: Pediatric 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 med/surg experience in an acute care hospital
- 

### 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 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

### 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