

STAFF NURSE

This is professional nursing work in the care, treatment, observation, and counsel of clients in accordance with standard nursing practice and theory, agency regulations, physicians' orders, and instructions from higher level nursing staff. This work has been identified in inpatient and clinic settings within the N. C. Department of Human Resources, N. C. Department of Correction, University Student Health Centers and Medical Schools. Employees are responsible for the total nursing care of clients with some supervision of other staff to include work assignments. May serve as a team leader or relief Charge Nurse.

I. DIFFICULTY OF WORK:

Variety and Scope - Performs a wide range of professional nursing functions depending on setting and specific client assignment. Functional responsibility covers a broad range of physical and mental diseases and disabilities. Provides the more specialized nursing duties such as hanging and regulating blood; administering and/or checking medications administered by other staff; starting, maintaining, and stopping IV's; measuring and monitoring CVP lines, etc. May work in specialized area (such as operating room, intensive care unit) or in general clinic setting.

Intricacy - Based on nursing assessment, knowledge of client records and charts, and general nursing knowledge the employee initiates and maintains the nursing plan. Observes and assesses patient and must be able to recognize changes in client condition which might require changes in nursing plan.

Subject Matter Complexity - Work requires a complete understanding of nursing theory, practices, and concepts and general medicine.

Guidelines - Nursing standards, physician's orders, and agency standards and protocols must be understood and apply to most work situations. Work requires the use of judgment in applying the professional standards and guidelines.

II. RESPONSIBILITY:

Nature of Instructions - Instructions are received both verbally and in writing, and patient care goals are understood. The employee may make short term changes in patient care goals to meet an immediate situation.

Nature of Review - Work is reviewed frequently by physicians and higher level nurse or nurse supervisor through observation, review of charts, and informal conferences. Unusual situations are reported to supervisor.

Scope and Decisions - Work and decision making has a direct effect on the client population served.

Consequence of Decisions - Decisions could have a substantial impact on the well being of clients. Errors can result in prolonged hospitalization, delay in effective treatment, and unnecessary pain and suffering. Employee also may be responsible for work of others.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Employee has contact with clients, clients' families and friends, physicians, and professionals from other disciplines. Client and client family contact is often with individuals who are in a highly emotional state and who have little or no knowledge of medicine.

Nature and Purpose - Work includes interpretation of care being given, and influencing, motivating and persuading patients to cooperate in the total treatment plan. Must be able to obtain and report on information relating to the client and treatment. Must be able to direct others in implementation of patient care plans.

IV. OTHER WORK DEMANDS:

Hazards - Will have exposure to contagious or communicable diseases and to some belligerent and non-cooperative patients.

Work Conditions - Working conditions will vary from agreeable to considerably disagreeable depending on work situation.

V. JOB REQUIREMENTS:

Knowledges, Skills and Abilities - Considerable knowledge and skill in the application of theory, practices, principles, and techniques of the nursing profession; ability to understand, interpret and relate oral and written instructions; ability to explain medical instructions to client and their families; some ability to organize and supervise the work of other professional and non-professional employees; considerable knowledge of the area of work and medications; ability to gain the confidence of patients and to work effectively with them.

Minimum Training and Experience - Graduation from a State accredited school of professional nursing.

Necessary Special Qualifications - A current license to practice as a Registered Nurse in North Carolina by the North Carolina Board of Nursing.

Special Note - This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.