

APPENDIX I
CLASS SPECIFICATIONS
RN II AND III

Class Code: 8895

Specification for Class

REGISTERED NURSE II

BASIC FUNCTION

Provide professional nursing care at increasing levels of expertise. Assess, diagnose, plan, implement and evaluate nursing care; provide direction to staff in learning situations.

DISTINGUISHING CHARACTERISTICS

Under general direction, provide patient care and coordination of services through assessment, diagnosis, planning, implementation and evaluation of safe, therapeutic care.

TYPICAL WORK

Demonstrate and document for assigned patients completion of:

1. Assessment and nursing diagnosis of patients;
2. Care planning;
3. Implementation of safe nursing care;
4. Evaluation of patient responses to nursing care;
5. Patient teaching;
6. Patient advocacy;
7. Discharge and transfer planning;
8. Admission, discharge and transfer processes;

Direct patients, families, visitors and staff members in emergencies and complex situations;

Initiate and evaluate overall care plan; involve patients and their families in care planning; initiate consultations and/or referrals and discharge planning;

Apply appropriate policies, procedures, protocols, and standards of practice in performing clinical duties and evaluate own practice in relation to these;

Participate in the Quality Assurance program by identifying areas for investigation; assist in data collection, monitoring, and the development and implementation of corrective actions for the unit;

Contribute to the establishment and implementation of goals for the unit through staff meetings and other activities;

Collaborate with other team members to assure continuity of patient care and to meet patient care needs;

Provide assistance and direction to new employees, supplemental, professional, agency, per diem and ancillary staff, and students following an established learning plan for a designated shift;

May serve as the unit charge nurse for assigned shift;

May act as a preceptor for new graduates or experienced employees by assessing learning needs, developing, implementing and monitoring the learning plan, and evaluating the learner's progress;

May act as a clinical resource to health care team members in identification and resolution of patient care problems to enhance effectiveness of the unit;

May initiate nursing rounds; conduct formal or informal inservices; present components of organization-wide educational offerings;

May develop clinical procedures based on changing technology, new research, and experience with patients in the specialty;

May develop educational or clinical projects for specified patient groups;

May initiate, collaborate, and/or assist in research projects to enhance the delivery of patient care;

May function as a primary nurse in delivery of patient care;

Perform related duties as required.

MINIMUM QUALIFICATIONS

None

Legal Requirement: Current license to practice as a registered nurse in the State of Washington.

Class Code: 8896

Specifications for Class

REGISTERED NURSE III

BASIC FUNCTION

Provide professional nursing care; provide leadership for specific program areas and unit functions such as developing education programs, acting as clinical resource for staff, and coordinating daily operations; assist the Nurse Manager to develop, maintain, and evaluate the on-going operations of a clinical area.

DISTINGUISHING CHARACTERISTICS

Under general supervision, perform specific leadership functions related to clinical practice, education and management such as developing unit goals, orientation programs, and standards of care;

Under general direction, provide patient care and coordination of services through assessment, diagnosis, planning, implementation, and evaluation of safe therapeutic care.

TYPICAL WORK

Provide a role model for staff by demonstrating and documenting for assigned patients completion of:

1. Assessment and nursing diagnosis of patients;
2. Care planning;
3. Implementation of safe nursing care;
4. Evaluation of patient responses to nursing care;
5. Patient teaching;
6. Patient advocacy;
7. Discharge and transfer planning;
8. Admission, discharge and transfer processes;

Coordinate patients' care with other hospital departments and disciplines;

Promote effective communication among staff and patients to assure optimal patient outcomes;

Assist with the planning and/or implementation of educational programs for staff and patients;

Act as a preceptor for new or experienced employees by assessing learning needs, developing, implementing, and monitoring learning plans and evaluating the learner's progress;

Participate in development, implementation and maintenance of the quality assurance program;

Participate in establishing, implementing and evaluating unit goals;

Identify patient care, staff, and resource problems and take necessary steps toward problem resolution;

Provide feedback and guidance to staff; observe, review, and evaluate staff performance;

Assist in the development, maintenance and evaluation of systems to support nursing care delivery such as patient care documentation and emergency response procedures;

Provide input into the development and implementation of the budget;

Serve as the unit charge nurse as assigned;

Participate in unit, departmental and hospital committees as requested;

May utilize clinical expertise to provide planned and spontaneous learning activities to patients, families and staff;

May develop staffing schedule for a specific time period;

May participate in the interview process and recommend selection of staff;

Perform related duties as required.

MINIMUM QUALIFICATIONS

Current license AND two years of professional nursing experience

OR

equivalent education/experience.

Legal Requirement: Current license to practice as a registered nurse in the State of Washington.