EMPLOYER JOB ORDER FORM

JOB TITLE
Registered Nurse

JOB ID
18081

OPEN DATE
02/19/2020

LOCATION
San Jose

HOURS/WEEK
40

SALARY
$30 - $DOE

WORKDAYS
Monday-Saturday

SHIFT/HOURS
Varies

REUQUIRED FOR POSITION
TB exam, Fingerprint, Drug Screen, Background Check

REUQUIRED EDUCATION
High School Diploma/GED

JOB DESCRIPTION

I. GENERAL SUMMARY:

Under general supervision, provides clinically competent professional nursing care:
1. The Registered Nurse is responsible for patient assessment, development, implementation and coordination of the patients' plan of care including the medical treatment plan and the evaluation of patient treatment. The Registered Nurse will function within the full scope of the RN licensure, according to the California Nursing Practice Act.

2. The Registered Nurse has primary accountability for monitoring patient outcomes. As the team coordinator of the patient care team (including but not limited to: physicians, registered nurses, licensed vocational nurses, technicians, and support and clerical staff), the Registered Nurse collaborates, directs, delegates, assigns, guides and serves as a resource to the department and the patient care team for patient care delivery.

3. The Registered Nurse promotes a cooperative working relationship with care team members, physicians, other disciplines and the public by facilitating and enhancing communication, displaying honesty and respect, displaying sensitivity to cultural and age differences, and expressing and accepting feedback in a professional manner.

4. The Registered Nurse supports the mission, philosophy and goals of the Good Samaritan Hospital.

II. PRIMARY DUTIES AND RESPONSIBILITIES:

The Registered Nurse consistently demonstrates the ability to transfer scientific knowledge from social, biological, and physical sciences in applying the nursing process as follows:
1. As validated by RN II/III/IV formulates a plan of care for patients with uncomplicated medical problems in collaboration with patient and family, through observation of the patient's physical condition and behavior and interpretation of information obtained from the patient and others which ensures that direct and indirect nursing care provides for the patient's safety, comfort, hygiene and restorative measures.

2. Performs skills essential to the kind of nursing action to be taken, explains the health treatment to the patient and family and teaches the patient and family how to care for the client's health needs. Obtains competency validation from RN II/III/IV.

3. Delegates tasks to health team members based on their legal scope of practice and capabilities, follows up with health care team members and provides effective clinical guidance of patient care being given.

4. Evaluates the effectiveness of the plan of care through observation of the patient's physical condition and behavior, signs and symptoms of illness, reactions to treatment and through communication with the patient
and health care team members and modifies the plan as needed. Obtains competency validation from RN II/III/IV.

5. Acts as the patient's advocate, as circumstances require, by working with resources to initiate the procedure to improve health care or to change decisions or activities which are against the interests or wishes of the patient and by giving the patient and family the opportunity to make informed decisions about health care before it is provided.

6. The Registered Nurse exercises clinical judgment and critical thinking in all aspects of the nursing process and its application, directs the delivery of patient treatments and procedures, initiates patient discharge planning and performs patient family teaching. The Registered Nurse sets priorities, initiates and directs emergency interventions, provides clinical direction to members of the patient care team including assignment and follow-up. Directs the patient care delivery for basic and systematic patient treatments and procedures.

7. Participates in the development, implementation and evaluation of the orientation program for new personnel and the clinical education of nursing students and makes suggestions for specific changes to these programs.

8. The Registered Nurse coordinates unit activities in support of patient care practices and promotes cost containment and appropriate utilization of staff, supplies and equipment resources and adheres to all GSH policies and procedures.

9. The Registered Nurse establishes goals for own professional development and seeks educational and patient care assignment opportunities necessary to meet developmental goals.

10. Assumes individual responsibility for cost effectiveness. Provides input into budgetary process.

11. Ensures a safe working environment. Complies with hospital life-safety, quality and risk management policies, standards and procedures, and in doing so is responsible for identifying, reporting and initiating corrective action.

12. The Registered Nurse participates in the performance improvement processes, per JCAHO and/or other regulatory agencies.

13. The Registered Nurse complies with the performance criteria applicable to the specific Registered Nurse level as described in the clinical ladder program.

III. PATIENT SAFETY:

1. Actively applies methods to control costs without compromising patient safety, quality of care or the services delivered.
2. Demonstrates knowledge of the occurrence reporting system. Uses system to report potential patient safety issues.
3. Follows established guidelines for reporting a significant medical error or unanticipated outcome in the patient's care, which results in patient harm.
4. Attends in-service presentations, and completes mandatory education week, including but not limited to, infection control, patient safety, quality improvement, MSDS, and OSHA standards (PPE, First Aid and Blood borne Pathogens, Hazards Communications, Emergency Procedures and Job Safety)
5. Uses Performance Improvement Plan to improve patient safety.

IV. WORKING CONDITIONS:
1. Normal patient care environment with little exposure to excessive noise, dust or temperature.
2. Frequent (up to fifty percent of work time) exposure to communicable diseases and moderately adverse working conditions due to performance of patient care activities

3 TO 5 KEY SKILL SETS REQUIRED
MINIMUM KNOWLEDGE, SKILLS AND ABILITIES REQUIRED:
1. Current California Registered Nurse License.
2. Current Basic Cardiac Life Support (BLS) certification.
3. Advanced Life Support (ACLS, NIHSS) certification as required by specific hiring department criteria.

MINIMUM EXPERIENCE:
1. A Registered Nurse employed by GSH who has less than one (1) year of full-time prior experience. Such Registered Nurse shall be assigned under the direction of more experienced Registered Nurses and should not be assigned a position in charge of a nursing department.
2. Ability to learn and utilize computerized patient care management system.
3. Ability to understand and follow verbal and written instructions. Must read, write and verbally communicate in the English language.
4. Must maintain confidentiality.