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**MEMORIAL HOSPITAL OF LAFAYETTE COUNTY**  
**800 Clay Street – Darlington, WI 53530**

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**JOB TITLE: Registered Nurse (RN) – MEDICAL SURGICAL & ER**

**Reports to: ER MANAGER and/or Director of Nursing**

**Supervisory Responsibilities: Certified Nursing Assistants / Health Unit Coordinators and Licensed Practical Nurses**

**Position Qualifications:**

- Provides leadership and direction to the patient care team.
- Performs patient age-specific physical, psychological and social assessments.
- Formulates nursing diagnosis.
- Develops a plan of care which includes individualized treatment strategies.
- Manages, organizes and provides direct patient care incorporating clinical decision making and prioritization of activities.
- Provides patient's family, and other health care team members education; including incorporating health maintenance, disease process, and discharge planning.
- Responsible for supervision of other staff, such as nursing assistants and licensed practical nurses.
- This position functions under the general direction of the Nursing Managers.

**Educational Requirements:**

- Graduate of an accredited School of Nursing / BS Degree preferred
- Maintains a Valid Registered Nursing License in the State of Wisconsin
- Maintains Current CPR Certification
- ACLS, PALS, TNCC, AND Neonatal Resuscitation Certification preferred.

**Essential Functions:**

- Assist in providing for the physical comfort and safety of the patient.
- Assist in creating an environment which lends itself creativity, cooperation, and coordination of patient care on the floor, and in the ER.
- Assist in care, preparation, and maintenance of sterile and unsterile supplies and equipment.
- Responsible for the formulation of a nursing diagnosis, and the development of a plan of care to include individualized treatment strategies
- Assist with tasks related to maintaining an effective working environment on the floor, and in the ER.
- Provide leadership role, demonstrating professional responsibility in the performance of all duties.
- Responsible for self-development, and professional growth.

**Essential Functions (Cont.):**

- Perform assessments designed to gather data relevant to patient's individual needs.
- Demonstrate excellent organizational and communication skills in all oral, written, and electronic exchanges.
- Comply with all health and safety standards and guidelines.
- Proficient in the use of equipment such as infusion pumps, suction machines, oxygen delivery systems, lifts and other transfer devices, ECG machines, cardiac defibrillators and telemetry monitoring systems.
- Ability to operate office equipment such as the telephone, copy machine/scanner, fax, paging system, computer and printer.

**Typical Physical Demands:**

- Ability to use full range of body motion and dexterity to allow significant handling, transferring, pushing/pulling, and lifting of patients and equipment.
- Ability to frequently lift, carry, push or pull up to 50 pounds, and occasionally lift, carry, push or pull over 50 pounds.
- Ability to stand and or walk 80-90% of shift; and sit 10-20% of shift.
- Ability to use good hand/eye coordination, and finger dexterity.
- Ability to use good perception and discrimination related to odor, color, and textures.
- Ability to use good perception and discrimination related to functional visual ability and depth perception; sound perception; and functional speech.
- Ability to frequently bend, twist, balance, and reach above and below shoulder level; as well as occasionally kneel and climb as necessary to perform job duties.
- Ability to wear gloves and other protective equipment.
- Ability to work irregular hours.

**Typical Mental Demands:**

- Ability to deal with pressure to meet deadlines, to be accurate, to handle constantly changing situations, and to create a positive work environment
- Ability to deal with a variety of people, stressful situations, and handle conflict, while maintaining a positive work environment
- Ability to communicate in a professional manner both verbally and in writing
- Ability and willingness to gain new skills and knowledge necessary for the performance of essential job functions
- Ability to give receive and analyze information for the performance of essential job functions

**Working Conditions:**

- Exposure to disagreeable odors, communicable diseases, and bodily fluids
- Exposure to the chemical compounds of medications and treatments
- Exposure to chemicals such as disinfectants, cleaners, soaps, etc.

- Exposure to latex, plastic, and other materials used for personal protective equipment
- Exposure to noise and distractions
- Exposure to unpredictable behaviors

**Employee Responsibility in an Emergency:**

As an employee of Memorial Hospital of Lafayette County, you are expected to respond to emergencies involving the safety of patients, other employees, visitors and the facility. This includes the ability to assist with a possible evacuation of facility if that has been deemed necessary.

**Management Statement:**

This job description is not intended to be all inclusive. The employee will also perform other reasonable job related duties as assigned by the supervisor and/or other management personnel. Management reserves the right to change job responsibilities, duties and hours as needs prevail. This document is for management communication only and not intended to imply a written or implied contract of employment.

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I have read the **RN – MEDICAL SURGICAL & ER** job description and fully understand the requirements set forth. I know of no limitations which would prevent me from performing these functions with or without accommodation.

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*Employee Signature*

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*Date*

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*Supervisory Signature*

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*Date*

REVISION DATES: 10.1997 / 11.2017 / 3.2019 / 10.2020