STAFF NURSE III

DEFINITION
Under supervision, performs professional the full range of nursing duties in the care and service of patients and their families; provides direct and indirect patient care in the inpatient care setting. Provides care that reflects initiative, flexibility and responsibility in a professional and timely manner. Directs staff and is a resource to staff and students; communicates with physician or nurse manager about critical patients and of care. Other duties as assigned. The Staff Nurse III is expected to work to the full scope of their licensure providing clinical care.

DISTINGUISHING CHARACTERISTICS
This is the Highest level of Staff Nurse in the professional Staff Nurse series. Incumbents perform the full range of nursing duties with minimal supervision and periodic in-service training. This class is distinguished from the next higher level of Supervisor Nurse I in that the latter performs staff evaluations and assumes responsibility in the Director’s absence.

EXAMPLES OF DUTIES
Nothing in this specification restricts management’s right to assign or reassign duties and responsibilities to this job at any time.

1. Serves as resource person and provides orientation and training to new staff, residents, medical and nursing students
2. May serve as charge nurse in the absence of Supervisor by assuming unit specific operational activities
3. Provides overall patient care appropriate to the nursing care plan
4. Provides teaching and support to the patient and family
4. Notifies supervising RN and Health Care provider of negative change in patient status is a timely manner
5. Understanding, communicates, and applies pharmacokinetics and safe administration of common medications used for the treatment of patients on their units
6. Safely administer routine Medications by PO, IM SQ and rectal routes
7. Provides care for families (adult, adolescent, newborns) with considerations for their developmental levels
8. Maintain a safe, comfortable and therapeutic environment for patients and families in accordance with hospital standards
9. Properly prepare, hang, monitor and discontinue IV fluids and blood/blood components
10. Acts a patient advocate
11. Develops a written plan of care
12. Assists physician with patients
13. Monitors intake and output for infants and mothers
14. Transports all medications including narcotics throughout the hospital
15. Completes accurate documentation of patient care
16. Provides ongoing assessment of the patient as status changes
17. Communicates to the supervising RN the need to change a course of nursing actions based upon change in the patient’s condition
18. Demonstrates ability to follow chain of command, as situation demands and delegates appropriately to the CNA or MUC
19. Evaluates patient response to pain interventions including pharmacological and non-pharmacological
20. Demonstrates proper use of equipment for their designated unit

QUALIFICATIONS

A combination of experience, education, and/or training which substantially demonstrates the following knowledge, skills and abilities:

Knowledge and Skills:

Thorough Knowledge of:

1. Current theory, principles, techniques and procedures used in professional nursing
2. Medical terminology, medical instruments and equipment
3. Routines typical to an acute-care hospital
4. The uses and effects of medicines and narcotics
5. Federal, State, Local laws and regulations and JCAHO standards that govern the nursing practice and delivery of health care
6. Current treatments, drugs and equipment associated with area of specialization
7. Advance theoretical concepts, principles, techniques and procedures used in professional nursing and health care
8. Mode of action and effects of medicines and narcotics
9. Advance treatments, drugs and equipment associated with an area of specialization
10. Principles and practices of quality assurance
11. Safety policies of quality assurance
12. Safety policies and procedures related to nursing

Working Knowledge Of:

1. Community resource available to provide patient care and follow-up
2. Computer applications related to nursing
3. Principles of supervision, training, directing and evaluating subordinates

Skill and Ability to:

1. Perform the full range or registered nursing duties and responsibilities
2. Plan and organize nursing plans for patients
3. Prepare and maintain records and reports
4. Analyze situations accurately and adopt and effective course of action
5. Provide excellent customer service and establish and maintain an effective working relationship
6. Communicate effectively with physicians, patients and other hospital staff
7. Perform Specialized and advance nursing tasks
8. Utilize staff effectively in the conduct of patient care, studies and projects
9. Review and edit written reports, policies and procedures, standards of care and quality and duties of the position
10. Keep abreast of developments in area of nursing specialization

REQUIRED CONDITIONS OF EMPLOYMENT
As a condition of employment, the incumbent will be required to:
   1. Possess a valid license to practice as a Registered Nurse by the California Board of Registered Nursing

EXAMPLES OF EXPERIENCE/EDUCATION/TRAINING
Any combination of training, education and/or experience which provides the knowledge, skills and abilities and required conditions of employment listed above is qualifying. An example of a way these requirements might be acquired is:

Education:
   Completion of an accredited nursing program

Experience:
   Twelve (12) months or 2,080 hours of experience as a registered nurse

PHYSICAL AND SENSORY REQUIREMENTS
The physical and sensory abilities required for this classification include:
   1. Vision which can be corrected to a level sufficient to successfully read and interpret physicians’ orders, administer medications and treatments, assess changes in patient status and interpret colors
   2. Manual dexterity to transcribe information in patient charts, operate a computer keyboard, apply treatments to patients, perform medical examinations, administer medication and manipulate equipment
   3. Physical ability, such as lifting and bending, to move patients and equipment and respond to emergency/critical situations
   4. Hearing which can be corrected to a level sufficient to successfully hear and interpret physiologic sounds, such as breath and bowel sounds
<table>
<thead>
<tr>
<th><strong>CLASS HISTORY</strong></th>
<th><strong>CLASS DATA</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Code: 52A20</td>
<td>Job Group: 10</td>
</tr>
<tr>
<td>Established Date: Unknown</td>
<td>EEO Category: P</td>
</tr>
<tr>
<td>Revised Date: October 2009</td>
<td>Work Comp. Code: 9043</td>
</tr>
<tr>
<td>Former Title: (New)</td>
<td>Bargaining/Employee Unit: H</td>
</tr>
<tr>
<td></td>
<td>FLSA: C</td>
</tr>
<tr>
<td></td>
<td>MOCO OT: Y</td>
</tr>
</tbody>
</table>

Prepared by: Gerta McClay, SPHR, IPMA-CP  
Management Specialist

Approved by: Janine Bouyea, PHR  
NMC Human Resources Administrator

/s/ Janine Bouyea

11/5/2009  
Date