

Northern Light Eastern Maine Medical Center

Department: Medical Surgical Unit – M3

Position is located: Northern Light Eastern Maine Medical Center

Work Type: Full Time

FTE: 0.900000:

Work Schedule: 7:00 AM to 7:30 PM

This Staff Nurse position is eligible to participate in our Professional Advancement Model which has SN, SN1, SN2 and SN3 levels.

Staff Nurse is a beginning practitioner who builds upon a foundation of theoretical knowledge and identifies aspects of care which can be recognized with limited clinical experience. This nurse is in a transitional period and is establishing a professional identity.

Job Summary

The Staff Nurse is a Registered Nurse who is a beginning professional caregiver, entering into practice and establishing a professional identity. The incumbent is responsible for the practice of nursing according to the Rules and Regulations defined in the State of Maine Nurse Practice Act, Northern Light Health Standards of Care/Practice, policies and procedures. The Staff Nurse is responsible for the delivery of patient care to assigned patients, and for the supervision of other qualified staff to whom the Staff Nurse has delegated patient care in the exercise of his/her independent judgment. The nurse plans and evaluates the nursing care for patients and families and exercises independent judgment in implementing care or assigning the care to other qualified staff. The nurse addresses physical, spiritual, emotional and educational needs of the patient, and coordinates the plan of care with other healthcare professionals. The incumbent performs duties and tasks in accordance with performance standards established for the job.

Essential Functions – Patient Safety

- o Provides safe and effective patient care by using best practices during hand off communication and when reporting patient care information and appropriately asks for assistance from other staff.
- o Demonstrates knowledge and skills in location, operation, and care of equipment.

– Clinical Assessments

- o Performs and documents systematic assessments according to established criteria.
- o Recognizes and responds to abnormal diagnostic data and reports to appropriate provide

– Caring & Code of Conduct

- o Develops and maintains a professional and personable relationship and appearance with patients/ families and staff.
- o Treats patients with courtesy and respect.

– Critical Thinking

- o Utilizes theoretical knowledge base to operationalize care

â€¢ Documentation

- o Documentation is accurate and complete reflecting adherence to hospital, regulatory and legal requirements

â€¢ Population Specific Competency

- o Completes population-specific mandatory education competencies as defined by the unit specific scope of service.

- o Provides culturally competent care to patients and families.

- o Provides patient centered care.

â€¢ Evidenced Based Practice & Research

- o Practice is consistent with Northern Light Health policy and procedures.

- o Demonstrates awareness of evidence-based practice.

â€¢ Leadership and Professional Conduct

- o Utilizes appropriate time management and meets the expectations for punctuality and attendance.

- o Demonstrates flexibility in scheduling to support the staffing needs of patient care areas.

- o Communicates effectively with patients, family members, and all members of the interdisciplinary team, seeking assistance for conflict resolution as needed.

â€¢ Collaboration and Teamwork

- o Implements the plan of care and identifies resources to meet patient care needs.

- o Identifies and communicates changes in patient conditions that may impact unit staffing levels or the provision of safe patient care.

- o Contributes to a healthy work environment by exhibiting professional behaviors and seeks assistance in addressing interpersonal conflicts.

- o Seeks assistance from colleagues in the daily care of patients on the unit.

- o Participates as a member of the interdisciplinary team to maximize patient care.

â€¢ Resource Management

- o Utilizes available resources in an appropriate manner and seeks assistance when needed

â€¢ Professional Development

- o Takes responsibility for meeting education and mandatory programs, by completing clinical evidence-based competencies (CBO) and member specific competencies.

- o Obtains 12 contact hours or a 3-credit professional development course or as specified by individual member organization.

- o Maintains an up-to-date personal educational file to demonstrate compliance with educational requirements.

- o Actively participates in the peer review process.

• Performance Improvement

- o Demonstrates and articulates awareness of performance improvement initiatives.

Education and Experience

- Current license as a Registered Nurse in the State of Maine

- BLS certification is required.

Required Minimum Knowledge, Skills and Abilities

- Demonstrate system values and integrates them into daily organizational practice.

- Actively support patient-centered care with sensitivity and respect for the diversity of human experience.

- Ability to handle difficult and stressful situations with professional composure.

- Ability to influence others'™ actions and decisions without express authority.

- Working knowledge of word processing, spreadsheets, data entry, database experience and other computer related skills.

Physical Demands

- Ability to lift up to 50 pounds maximum with frequent lifting/and or carrying objects weighing up to 25 pounds.

- May be required to work alternative shift schedules including days, evenings, nights, holidays and weekends.