



Job Title: Staff RN – Emergency Room	Reports to: ED Lead/Charge RN
Department: Nursing	FLSA Status: Non-Exempt
Pay: \$38-\$42 – depends on experience	

Position Summary (Purpose)

The staff RN at New Braunfels ER & Hospital cares for all patients including neonates, infants, children, adults and geriatrics. The staff RN will strive to provide proficient, competent care while maintaining the patient’s sense of comfort and dignity.

Qualifications required

- 6 months minimum ER RN staff experience.
- Successful completion of clinical orientation with proven capabilities in skill, knowledge base and vision of New Braunfels ER & Hospital.
- Graduate of an accredited school of nursing with current Texas licensure with the State Board of Nurse Examiners. License must be in good standing.
- Credentials BLS, ACLS, and PALS.
- NIH Stroke Scale certification
- Comprehensive knowledge and understanding (as outlined in clinical competencies review) of:
 - Age-specific care of the emergency patient.
 - Understanding of family dynamics and appropriate interaction.
 - Clinical competencies in abnormal lab or test values, medications and interactions.
 - Required to pass the Moderate Sedation Test by 80%

Essential Job functions and responsibilities

- Assess, plan, implement and evaluate care of emergency patients.
- Meet and maintain the RN Standards of Practice for New Braunfels ER & Hospital.
- Participate in activities to plan, measure, assess and improve the quality of patient care.
- Carry out orders by physician accurately and efficiently.
- Identify emergencies and provide necessary intervention.
- Show leadership and direction with co-workers and other staff members.
- Communicate appropriately with patients and co-workers.
- Show knowledge when collaborating with physicians, nurses and other clinical faculty in making decisions about patient care.
- Lab: shows knowledge and competencies in lab duties.
 - Perform laboratory patient testing and reporting as assigned by the Laboratory Direction.
 - Perform laboratory tests as described in the Laboratory Procedure Manual.
 - Maintain a current Procedure Manual.
 - Collect appropriate specimens from patients.
 - Check two patient identifiers prior to collection and labeling.
 - Label specimens at the patient’s bedside with date and time of collection.
 - Prepare or instruct patients for specimen collection in age appropriate dialog.
 - Prepare specimens to be sent out to a reference laboratory.
 - Follow all laboratory safety policies and procedures.
 - Run controls and document as described in the QC Policy.
 - Calibrate all laboratory instruments, where applicable, as described in the Laboratory Policy and Procedures Manual.

- Maintain all laboratory instruments as indicated by the manufacturers. In the event of instrument failure, follow the manufacturer's trouble-shooting procedures.
- Maintain laboratory safety equipment in proper working order to ensure their effectiveness and maintain personal protection supplies as needed.
- Maintain all laboratory work surfaces; clean and disinfect against potentially infectious material.
- Maintain all laboratory records as described in the Laboratory Policy and Procedures Manual.
- Make all laboratory records and documents available for inspection by the Laboratory Director, Technical Consultant, or CLIA Inspectors.
- Order laboratory supplies as needed to ensure that laboratory functions and services will not be interrupted.
 - Follow all directives in the Laboratory Policy and Procedure Manual.
- All other duties as assigned.

Nonessential Job functions

- Performs other duties as assigned by immediate supervisor/department director.
- Maintain patient care areas with appropriate supplies
- Assist with patient restraints and maintain precautions; collect, report and document data related to patient needs/emergencies and unusual patient and family behavior.
- Attend staff meetings or other company sponsored or mandated meetings as required.

Job Competencies

- Ability to Navigate/Utilize Electronic Medical Record
- Understand/Comply with Hospital Policy and Procedures.
- Maintains skill level by continuing education, collaborative training with co-workers and physicians and annual skills check offs.

Physical Requirements:

- Constant: Vision (close, distance, color, peripheral, depth and ability to adjust focus); Hearing; Speaking; Use hands to finger, handle or feel objects, tools or controls; Walk; Sit; Balance; Repetitive motions; Using arm, leg and back muscles for extended periods.
- Frequent: Bend, Squat, Twist, Push/Pull up to 20 pounds without assistance; up to 50 with assistance; Lift/Carry up to 20 pounds without assistance; up to 50 pounds with assistance
- Occasional: Climb, Kneel, Crouch, Distinguish Colors, Exposure to noise/high-pitched noise, Exposure to hazards, allergens, toxins/chemicals/detergents/radiation
- Rarely: Exposure to potential electric shock; Work in confined area
- Other: Must be able to wear personal protective equipment, including gloves, gowns, goggles, masks.
- Potential exposure to communicable disease.
- Potential for cuts and bruises.

Work environment:

- OSHA Category I: Normal routine involves exposure to blood, bodily fluid or tissue and as part of their employment.

The employee is expected to adhere to all company policies and procedures while employed at New Braunfels ER & Hospital. The above statements reflect an accurate representation of the position but other duties may be assigned and job descriptions may be changed at any time.