# ISSUED July, 1994

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# SUPERSEDES Staff Nurse I & II

# TITLE Staff Nurse CLASSIFICATION GRADE 06

**SPECIALTY GRADE 52**

### BASIC FUNCTION AND RESPONSIBILITY

Assess patients’ nursing care needs, evaluate effectiveness of care provided, and integrate nursing theory and research into clinical practice. Provide leadership to members of the nursing team in order to maintain patient care standards.

#### CHARACTERISTIC DUTIES AND RESPONSIBILITIES

Incorporate the scientific, behavioral and humanistic principles for application to clinical practice.

Adhere to departmental standards and practice guidelines.

Apply nursing theory to assess, diagnose, treat and evaluate patient responses.

Analyze initial and ongoing assessment data to determine diagnoses and patient outcomes.

Develop patient care plan based on observations and assessments and recommend interventions to attain expected outcomes.

Collaborate and integrate information from patient and family into multidisciplinary patient care plan and evaluate responses.

Develop, coordinate and implement transfer/discharge planning.

Maintain a safe and secure environment for patients and follow universal precautions.

Implement emergency care procedures when necessary.

Maintain skills/competency related to special equipment, medications and procedures.

Responsible and accountable for the provision of care for patients.

Evaluate the quality of nursing care provided by other staff members.

Participate as a member of the health care team utilizing effective communication skills.

Participate in the development of unit, department and hospital policies, procedures and protocols.

Review staffing issues and recommend cost containment strategies.

Serve as a member of various University committees, as directed.

Responsible for the development, implementation and monitoring of an interdisciplinary CareMap.

Participate in ongoing strategic planning process.

Perform other projects or tasks as assigned.

Develop and implement health education teaching plan.

Evaluate and document effectiveness of patient/family teaching.

Participate in the orientation of new nursing staff and the ongoing education and training.

Serve as clinical teaching assistant for senior level nursing and health care students.

Participate in research utilization activities and integrate findings into practice.

Apply quality improvement principles to improve patient outcomes.

Responsible for variance tracking of critical paths and implement corrective action.

Maintain patient rights and confidentiality and serve as a patient advocate.

Responsible for adherence to legal, professional and institutional requirements.

Responsible for maintenance and enhancement of clinical skills.

Maintain effective working relationships with faculty, staff, students and the public.

*In addition to the duties and responsibilities noted above, the position description must include statements from*[*UI Health Care Core Values (WECARE)*](https://uihc.org/mission-vision-and-core-values)*for Health Care positions or*[*Universal Competencies*](https://hr.uiowa.edu/careers/competencies/universal-competencies)*for all other positions.*

##### SUPERVISION RECEIVED

Supervision is received from a Nurse Clinician, Clinical Director or other designated official.

##### SUPERVISION EXERCISED

Functional supervision is exercised over the unit nursing personnel.

#### QUALIFICATIONS

An Associate’s degree in Nursing, Diploma in Nursing, Baccalaureate degree in Nursing, or Master’s degree in Nursing (MNHP or MSN) is required.

Current license to practice nursing in Iowa is required.

Excellent written and verbal communication skills are required.