

DESCRIPTION: Under limited supervision of a Nursing Director/Associate or Nurse Supervisor, provides professional nursing care for ill, injured, or disabled persons, provides clinical direction and guidance to Licensed Practical Nurses and direct care staff, provides direct patient nursing care and treatments within the scope of licensure, and performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.) The Registered Nurse (RN) class, within the scope of RN licensure, may independently practice nursing, while the LPN class provides nursing care within the scope of LPN licensure and under direction of a Registered Nurse or other licensed professional.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Directs, coordinates, monitors, and/or provides patient care activities and the delivery of nursing care by licensed professional nursing and direct care staff. Trains nursing or direct care staff in – appropriate nursing care standards and techniques to maintain standards of quality patient care. Assists in the orientation of newly hired nurses.

Makes patient rounds; closely monitors the condition of patients; assesses health status and implements appropriate nursing interventions. Administers medications and/or treatments or supervises the administration of medications by licensed or certified staff members. Evaluates and reports patient symptoms, progress, and reactions to medications.

Consults with physicians, psychiatrists, psychologists, and other treatment staff members to communicate necessary information to assure quality patient care.

Writes a variety of reports on patient progress, medication use, initiates and completes patient focused actions necessary to accomplish the goals defined in the plan of care. Ensures patient records are kept current, transcribes physician's orders and records medications.

Assists in the evaluation of patient progress as part of the interdisciplinary team; participates as a member of an interdisciplinary team; develops, implements, evaluates, and revises nursing care plans and communicates any changes.

May serve as a Nurse Supervisor or Nursing Director/Associate in their absence.

KNOWLEDGE, SKILLS & ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: nursing theory and practice; accepted standards of care; policies and procedures governing nursing care; sanitation and infection control standards, policies, and procedures; techniques of providing quality nursing care; standards for charting medical records; current medications, their uses and reactions; Nebraska regulations pertaining to nursing scope of practice.

Skill in: coordinating and providing nursing care.

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Ability to: observe changes in the medical condition of patients and effectively communicate these changes to other nursing staff members and physicians; consult with clinical specialists; instruct - others in patient care; maintain accurate medical records and write periodic reports; communicate effectively with medical professionals, direct care staff members, and other facility staff members; follow oral and written instructions in exact detail, maintain a helpful and empathetic attitude toward patients; participate on an interdisciplinary team; utilize sound and effective professional nursing judgment.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

A current license to practice as a Registered Nurse in Nebraska or authority based on the Nurse Licensure Compact to practice as a registered nurse in Nebraska.

SPECIAL NOTES:

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).

Continuing Education is a requirement to maintain licensure as a Licensed Registered Nurse.

Incumbents classified to this class must demonstrate clinical competency on an annual basis. (need to verify with DHHS and Corrections)

Nebraska Department of Correctional Services (NDCS) requirement: All successful applicants will undergo pre-employment a medical exam, Communicable Disease testing, drug test and a thorough background security check. Once employed, all incumbents must successfully complete a three-week pre-service training program.

Nebraska Department of Health and Human Services (DHHS) – Veteran’s Homes requirement: Ability to lift up to 50 lbs. occasionally and push/pull occasionally up to 50 lbs. on a daily basis; to frequently bend at the waist and neck and frequently twist at the waist and walk or stand up to 50% of the shift.

NDCS employees in this class are subject to an annual Tuberculosis Interferon Screen and random drug testing.