

**Black River Memorial Hospital**  
**JOB DESCRIPTION/PERFORMANCE APPRAISAL**

<b>Job Title:</b> Emergency Room Registered Nurse	<b>Employee Name:</b>
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<b>Created on:</b> 06/27/11	<b>Department:</b> Emergency Department	<b>Pay Type:</b> Non-Exempt
<b>Reports To:</b> Emergency Department Director	<b>Reviewed on:</b>	<b>Revised:</b> 05/31/13, 09/15/14, 06/01/16, 02/15/17

<b>POSITION SUMMARY:</b> Plans and provides comprehensive patient care. Manages available nursing resources and collaborates with other members of the healthcare team to provide quality, cost effective patient care.			
<b>I. Essential Duties and Responsibilities</b>	<b>E</b>	<b>S</b>	<b>U</b>
1. Provides individualized patient and family focused care throughout the patient's stay.			
2. Documents according to established standards.			
3. Evaluates patient assessments and responses to interventions and takes appropriate action according to established standards.			
4. Assists other nursing team members through the steps of the nursing process.			
5. Participates in patient and family education as evidenced by teaching documentation on appropriate forms.			
6. Delegates patient care activities to appropriate personnel and maintains accountability for those activities.			
7. Initiates effective discharge and referral plans on admission utilizing appropriate hospital and community resources.			
8. Accurately and effectively utilizes the patient acuity system to anticipate changes in patient care needs.			
9. Maintains up-to-date knowledge and demonstrates competence with required competencies.			
10. Follows the hospital's attendance policy.			
<b>Additional Duties</b>			
11. Performs other duties as assigned or as opportunities arise.			
<b>Column Total:</b>			

**Educational Qualifications:**

- Bachelor of Science or Associates degree in Nursing. BSN preferred.
- BLS, ACLS and PALS required. ENPC and TNCC within one year.
- Current licensed Wisconsin RN.

**Work Relationship:**

- Reports directly to the Emergency Department Director.
- Extensive contact with patients and families.
- Works regularly with nursing staff, providers and staff from other patient care departments.

**Working Conditions:**

- Work is performed largely in a pleasant hospital environment with minimal chance for personal injury.
- Frequently exposed to risk of electrical shock.
- Occasionally works near moving mechanical parts and in outside weather conditions.
- Occasionally exposed to wet and/or humid conditions, fumes or airborne particles, toxic or caustic chemicals and risk of radiation.
- Regularly exposed to hazardous materials such as needle punctures, blood and body fluids.
- The noise level in the work environment is usually moderate.

**Physical Requirements:**

- Frequently required to stand, walk, stoop, kneel or crouch.
- Occasionally required to sit or climb.
- Required to use hands to handle or feel objects, tools or controls.
- Frequently lift and/or move up to 35 pounds.
- Occasionally may need to move patients, equipment and/or supplies of more than 35 pounds with assistance.
- Requires specific vision abilities for far vision, near vision, depth perception, colors, accommodation and peripheral vision.
- Vision correctable to 20/40.

**Acknowledgement:**

This job description/evaluation describes the general nature and level of work performed by an employee assigned to this position. It does not state or imply that these are the only duties and responsibilities assigned to the job. The employee may be required to perform other job-related duties as requested by the department director or administration. All requirements are subject to change over time and to possible modification to reasonably accommodate individuals with disabilities.

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Employee Signature

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Date