TITLE: RN MULTI-DISCIPINARY NURSE (MDN)

REPORTS TO: NURSE MANAGER

DEPARTMENT: NURSING RESOURCES

DATE LAST REVIEWED: MAY 2017

JOB SUMMARY:

The primary role of the Multi-Disciplinary Nurse (MDN) is to assume a patient assignment in a designated unit for a designated period of time. The secondary role is to function as an in-house float as hospital needs dictate. Flexibility is a necessity as reassignments may occur throughout the shift based on overall hospital needs, priority of patient needs and unit staffing levels. Utilization is determined by the Manager or House Supervisor. The position requires technical skill, confidence in nursing judgment, effective communication skills, team approach and accountability.

Assignment areas may include: ED, ICU, Med/Surg, FBC, STEPS PACU and Short Stay. The MDN assesses, analyzes, plans, implements and evaluates patient care following established patient care standards for Legacy Health.

Access Level to Protected Health Information (PHI):
B= Approved access to patient care areas and medical records of patients under their care as needed to carry out their duties.

QUALIFICATIONS:

Education:
As required by licensure.

Experience:
Three years of adult nursing experience required; 1 year Critical Care experience required.
Experience in a minimum of two of the following areas strongly preferred: Emergency Department, PACU, Short Stay (Day Surgery) or Post-Partum.

Licensure:
Upon Hire: BLS
Current applicable state RN license required.
ACLS, PALS, TNCC and NRP certification preferred, required within 6 months.
The nurse will be expected to maintain certifications and competencies to work in MS/ICU/FBC/SDC/PACU/ED and STEPS as a condition of employment.

Knowledge/Skill:

PREFERRED EMPLOYEE PROFILE

Follow guidelines set forth in the Preferred Employee Profile.

GENERAL ACCOUNTABILITIES AND ESSENTIAL FUNCTIONS

I. NURSING PRACTICE: The professional responsibilities and Nursing Process.

A. Demonstrates knowledge of the statutes and regulations governing nursing and nursing functions within the legal boundaries of registered nurse practice.

B. Achieves and maintains clinical competency by:
   1. Performing acts within the authorized scope of practice for which the individual is licensed.
   2. Conforming to the essential standards of acceptable and prevailing nursing practice.
   3. Assuming duties and responsibilities within the practice of nursing for development/age-appropriate client care, supervisory roles, managerial roles, or consulting roles, with documented preparation for those duties and responsibilities, provided competency had been established and maintained.
   4. Performing new nursing techniques or procedures after presenting written documented education and/or a clinical experience
   5. Performing Emergency Department assessment protocols.

II. NURSING PROCESS: Application of the Nursing Process.

A. Conducts and documents health status assessments of individuals or Groups:
   1. Demonstrates advanced critical care nursing process assessments skills to include: cardiac, respiratory, and neurological
   2. Collecting objective and subjective data from observations, examinations, interviews, and written records in an accurate and timely manner as appropriate to the client’s health care needs in accordance with LH documentation standards using LH communication tools. The data includes, but is not limited to:
      a. Physical and emotional status
b. Growth and development  
c. Cultural, religious and socio-economic background  
d. Client and family health history  Information gathered from family or significant others, and other health care team members  
e. Client knowledge and perception about health status and potential for maintenance of health status and health care goals  
f. Ability to perform activities of daily living  
g. Patterns of coping and interacting  
h. Environmental factors, (e.g. physical, social, emotional and ecological)  
i. Available and accessible human and material resources.

B. Develops and modifies the plan of care based on assessment and coordination with other health care team members. This includes:  
1. Identifying priorities in the plan of care  
2. Setting realistic and measurable goals to implement the plan of care.  
3. Identifying nursing intervention(s) based on the nursing assessment  
4. Prescribing nursing orders  
5. Identifying measures to: maintain comfort, support human functions and responses, maintain an environment conducive to well being and to provide health teaching and health counseling.

C. Implementing the plan of care by:  
1. Initiating nursing interventions through:  
   a. Assisting with care  
   b. Following nursing orders  
   c. Assigning, delegating and supervising care  
   d. Teaching clients, their family members or significant others  
   e. Referring to appropriate resources.  
2. Providing an environment conducive to safety and health  
3. Communicating and documenting nursing interventions and responses to care, to other members of the health care team in accordance with LHS standards and tools for documentation  
4. Promoting continuity of care across the health care setting  
5. Providing client advocacy by defending the client’s right to receive care based on the plan of care, which includes receiving complete and accurate information and insuring that patient rights are protected.

D. Evaluates the responses of individuals or groups to nursing interventions, (evaluations should involve the client, their family or significant others, and health team members). This includes:  
1. Documentation and communication of evaluation data to the appropriate members of the health care team.  
2. Evaluation data as a basis for reassessing the client’s status, Revising the plan of care, prescribing changes in nursing interventions and issuing nursing orders.
The above accountabilities represent work performed by this position and are not all-inclusive. The omission of a specific accountability will not preclude it from the position if the work is similar, related, or a logical extension of the position.

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PHYSICAL FUNCTIONS OF JOB

Job Title: RN MULTI-DISCIPLINARY NURSE (MDN)  Department: NURSING RESOURCES  Job Code 56TBD

Indicate which of the following physical functions are required to perform the essential functions of the job. Answer any additional questions, fill in appropriate blanks and add additional comments as needed to help understand the physical requirements.

<table>
<thead>
<tr>
<th>Check if essential function</th>
<th>ACTIVITY</th>
<th>FREQUENCY (Percent of total time)</th>
<th>Comments</th>
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<tr>
<td></td>
<td></td>
<td>Continually (67 to 100%)</td>
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<tr>
<td></td>
<td></td>
<td>Frequently (34 - 66%)</td>
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<td>Occasionally (6 - 33%)</td>
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<td>Rarely (0 - 5%)</td>
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POSITION - MOVEMENT

- Standing: X
- Sitting-up to ½ hour: X
- Moving about work area: X
- Bending Forward: X
- Stoop Position - 1 min: X
- Climbing stairs - 1 Floor: X
- Crawling-hands & knees: X
- Reaching overhead: X

LIFTING STRENGTHS

- Lifting: X
- Patient Transfers/Lifting: X
- Pushing/Pulling: X
- Moving carts, etc.: X
- Carry items: Wt: 25 lbs Dist: 10-100 ft

DEXTERITY-COORDINATION

- Keyboard Operation: X
- Rapid-mental/hand/eye coord: X

SPEECH & HEARING

- Clear & audible speaking voice: Yes: No:
- Correctable vision: To read (print size): 12 pt
- Distinguish colors: Yes: X No:
- Distinguish shades: Yes: X No:
- Depth perception: Describe:
- Ability to hear: Normal speech level: X Whispered level: X

ENVIRONMENTAL FACTORS (EXPOSURE TO)

<table>
<thead>
<tr>
<th>Exposure</th>
<th>Item</th>
<th>Frequency</th>
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<th>Exposure</th>
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<tbody>
<tr>
<td></td>
<td>Heat</td>
<td>Daily</td>
<td>Dust</td>
<td>Frequency</td>
<td>Uneven area</td>
<td>Cold</td>
<td>Smoke</td>
<td>Ladder/Scaf.</td>
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<td></td>
<td>Humidity</td>
<td></td>
<td>Vibration</td>
<td>Radiation</td>
<td></td>
<td></td>
<td>Chemical sol.</td>
<td>Noise</td>
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OSHA Blood/Body fluid (BBF) exposure category:
- 1 = High risk probability of exposure BBF
- 2 = Possible risk of exposure BBF
- 3 = No risk of exposure BBF

Other Comments: