

**Department of Veterans Affairs
Stratton VA Medical Center VISN 2**

VI. Environmental Requirements

Dust, working with hands in water, working closely with others, prorated or irregular hours of work, working with detergent and antiseptic gel.

Evaluation and Supervision: The staff nurse is accountable to the Nurse Manager/designee, the Chief of the Nursing Service, and, ultimately, to the Associate Director, Patient Care/Nursing Service.


Amy Wetzig, MSN, ADPCS (Associate Director for Patient Care Services)

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- Completes self-evaluation of clinical skills competencies, identifying areas in need of training, review, and/or practice.
- Assesses performance and seeks assistance with appropriate learning activities.

COLLABORATION

Collegiality: Under the direct supervision of the BSN-RN preceptor, establishes professional relationships with peers, and seeks out colleagues for mutual information exchange.

- Demonstrates cooperative and courteous relationships.
- Demonstrates cooperation in team efforts.

Collaboration: Under the direct supervision of the BSN-RN preceptor, communicates with the patient and health care providers regarding patient care.

- Interacts with patients and families/significant others in a professional, courteous, and effective manner.
- Recognizes that patient behavior may be related to hospitalization or the disease process and responds appropriately.
- Communicates relevant information in a timely manner to other members of the health care team.
- Accurately communicates patient condition for shift reports.

SCIENTIFIC INQUIRY

Quality of Care: Under the direct supervision of the BSN-RN preceptor, initiates and participates in quality improvement activities that result in improved outcomes.

- Demonstrates beginning knowledge of unit/team/work group Performance Improvement (PI) activities.
- Participates in unit-level PI activities.
- Modifies own practice based on PI findings as instructed.

Research: Under the direct supervision of the BSN-RN preceptor, demonstrates awareness of evidence based practice application to nursing care.

- Contributes to discussions concerning patient care problems.

V. Functional Requirements

Heavy lifting 35 lbs, carrying, 1 hour, heavy carrying, 35 pounds and over, pushing (4 hours), reaching over shoulder, both hands required, walking (4 hours), standing (4 hours), kneeling, repeated bending, both legs required, ability for rapid mental and muscular coordination simultaneously, ability to distinguish colors.

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- Recognizes medical/psychiatric emergencies and initiates appropriate and timely actions, seeking assistance as necessary.

Ethics: Under the direct supervision of the BSN-RN preceptor, safeguards client privacy, and confidentiality. Provides care in a non-judgmental, non-discriminatory manner, respecting the values and beliefs of members of all cultures.

- Demonstrates an understanding of cultural values and beliefs of patients and incorporate into the plan of care.
- Demonstrate responsibility and accountability for own nursing judgments and action.
- Is knowledgeable of the process and systems available in the medical center to address ethical issues.
- Develops awareness of ethical/legal issues related to nursing practice.

Resource Utilization: Under the direct supervision of the BSN-RN preceptor, provides care in a safe and cost-effective manner.

- Provides patient care consistent with existing standards of care and practice, policies, and procedures.
- Utilizes equipment and supplies in a safe, effective, and efficient manner.
- Reports patient care incidence to appropriate staff and completes incident reports, employee injury reports, reports of contact, and progress notes completely and in a manner consistent with prescribed time standards.
- Consistently completes patient care assignments, including documentation, by the end of his/her tour of duty, seeking assistance as needed.

PROFESSIONAL DEVELOPMENT

Education/Career development: Under the direct supervision of the BSN-RN preceptor seeks opportunities to acquire and develop basic skills.

- Successfully completes Nursing Service and Medical Center orientation program.
- As skills dictate, completes unit competencies.
- Completes all mandatory review programs and attends in-service programs as assigned.
- Refers to available educational materials as appropriate.
- Updates and maintains current professional knowledge and shares pertinent information with staff.

Performance: Under the direct supervision of the BSN-RN preceptor, participates in appraisal of own performance and seeks guidance for development.

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**Functional Statement
VALOR Student**

- Definition:** The VA Learning Opportunities Residency (VALOR) student provides nursing care in accordance with duties, knowledge, and skills identified in this functional statement. This is an intermittent position within Nursing Service.
- Qualifications:** The nursing VALOR Program is a recruitment and retention tool, designed to attract outstanding US citizen students who have completed the final semester/quarter of the junior year in a National League for Nursing (NLN) or Commission on Collegiate Nursing Education (CCNE) accredited baccalaureate nursing program.
- Relationships:** The VALOR student uses effective interpersonal skills in all contacts with patients/residents, significant others, family, and coworkers. Responds to the needs of patients/residents, visitors, staff, and others in a courteous and timely manner. Communicates/demonstrates acceptance of patient/resident/family's, visitors, staff, and other's beliefs and cultural, religious, and socioeconomic background.
- Scope:** The VALOR participant is a student nurse who delivers safe care to assigned clients while developing the technical competencies required for the assigned area under the direct supervision of a BSN-RN preceptor and coordination of the on-site VALOR program coordinator.

I. PRACTICE DIMENSION (Practice, Ethics, Resource Utilization)

PRACTICE

Practice: Under the direct supervision of the BSN-RN preceptor, uses the nursing process (assessment, diagnosis, outcome identification, planning, implementation, and evaluation). Accurately documents care of clients. Essential functions addendum attached.

- Completes and documents nursing assessments, seeking assistance to identify priority needs.
- Performs and documents reassessments, recognizing changes in patient's needs and reestablishes priorities for care, seeking assistance as needed.
- Develops and documents the initial plan of care and updates the plan, seeking assistance as needed.
- Includes patient and family/significant other in establishing realistic, measurable goals and in planning care, seeking assistance as needed.
- Implements nursing interventions/orders and physician's orders in a timely and accurate manner, requesting assistance when needed.
- Initiates and documents teaching and discharge planning based on patients and families/significant other's identified needs.
- Evaluates and documents patient responses/progress toward attainment of goals/expected outcomes.
- Revises plan of care according to evaluation, seeking assistance as necessary.