



**Title 38 / Hybrid Title 38  
Functional Statement**

POSITION TITLE	PAY PLAN – SERIES – GRADE	SERVICE	# (HRMS use only)
STUDENT NURSE VALOR PARTICIPANT	AD/VN/VM-XXXX-XX	Nursing Service	

**GENERAL DESCRIPTION OF ASSIGNED DUTIES**

Describe the nature, purpose and location of the work.

The Nursing VA Learning Opportunities Residency (VALOR) Program designed to attract outstanding US citizen students who have completed the final semester/quarter of the junior year from an accredited baccalaureate nursing program approved by one of the following accredited bodies: Accredited Commission for Education in Nursing (ACEN) or Commission on Collegiate Nursing Education (CCNE).

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.

The practice of each VALOR student is based on skill, experience, evidence and research and has a direct and indirect impact on client outcomes and the facility as a whole.

VALOR students develop clinical competencies in nursing specialty areas such as Acute care/telemetry, Mental Health, Community Living Center, Ambulatory Care Service or Rehabilitation. Along with one to one preceptor-ship at the bedside, the learning opportunities are enhanced by didactic course work, structured clinical experiences including competency-based clinical practice, and clinical conferences.

**FUNCTIONS OR SCOPE OF ASSIGNED DUTIES**

Lists the major duties and responsibilities of the position.

The VALOR student with preceptor assistance:

- Works with the preceptor's assignment of care for the day; does not carry an independent patient care load
- Assesses newly admitted patients
- May only perform care treatment and/or medication administration after content covered in nursing school curriculum.
- Reassesses each patient in his/her care for any changes in health and/or care status necessitating a change in the plan of care
- Develops a plan of care to reflect professional standards of care and nursing practice, which is congruent with medical plan of care, the patient's needs, and population specific care
- Under Preceptor supervision the student gives direct care to assigned patients including procedures
- Under direct supervision, administers oral, topical, rectal, parenteral medications, & IV solutions.
- May assist preceptor with blood transfusions but may not be the second signature for blood administration.
- Provides direct patient and family teaching; does not provide telephone triage
- Resolves patient care problems and evaluates care given to assigned patients
- Reassesses nursing actions for effectiveness in achieving desired outcomes and communicates changes in patients progress note and to preceptor.
- Participates in interdisciplinary rounds/conferences and shares information regarding the patient and their care needs
- Participates in ongoing unit projects or new projects approved by the VALOR coordinator

**SUPERVISORY CONTROLS**

Describe supervision as related to the clinical and administrative aspects of the work of the position.



The VALOR nursing student is responsible to the Unit Nurse Manager/Charge Nurse, Preceptor, Educator, and VALOR coordinator, who delineate schedules, unit responsibilities, competencies, and project participation according to student's objectives.

**QUALIFICATION REQUIREMENTS**

Title 38 or Hybrid Title 38 Occupation official qualification standards of the position as stated in VA Handbook 5005, Part II, Appendix G.

1. Citizen of the United States  
Completed the final semester or quarter of the junior year from an accredited baccalaureate nursing program approved by one of the following accredited bodies: Accredited Commission for Education in Nursing (ACEN) or Commission on Collegiate Nursing Education (CCNE) with a minimum cumulative grade point average of 3.0 on a 4.0 scale.
2. Current American Heart Association (AHA) or Military Training Network (MTN) BLS certification.
3. Academic facility must have current affiliation agreement with VAPAHCS.
4. Physical standards as specified in VA Directive and Handbook 5019.
5. Proficiency in spoken and written English, as required by 38 USC 7402(d), and 7407(d).
6. Demonstrated strong verbal and written communication skills.
7. Not have a service obligation to any Federal, state, or private institution, or be a recipient of any Federal scholarship that incurs a service obligation.

**CUSTOMER SERVICE REQUIREMENT**

Routinely identifies the customer's situation properly and performs the tasks required to resolve the customer's questions/issues accurately and in a timely manner. Follows up as necessary to ensure a satisfactory resolution. Consistently responds to customer requests for assistance promptly and in a friendly and professional manner. Listens to customer feedback, positive and/or negative, and acts to resolve matters/situations within his/her control. Questions/issues not within the employee's control are referred in a timely manner to appropriate staff able to assist with the situation. Meets customer expectations in most cases as determined through established customer surveys or other appropriate feedback systems.

In most instances, provides verbal and/or written information in a timely manner to customers that is thorough and correct, using clear and precise communication methods to ensure customers understand. Consistently communicates with customers in a courteous, tactful, and helpful manner that is responsive to the customer's needs.

Professional relationships with supervisors, co-workers, and others in the organization are consistently courteous and cooperative in nature and, overall, contribute to the effective operations of the workplace and the development of a collaborative working relationship. In most instances, demonstrates the ability to adjust to change or work pressure in a pleasant and constructive manner; handles differences of opinion in a businesslike fashion; and functions as an effective team member through active participation in working towards team objectives and assisting in the group effort whenever and wherever possible.

In all instances, answers incoming phone calls using the VAPAHCS standardized model. Answering the phone by stating name and department, asks if there is anything further that can be done before ending the phone call, thank the caller before ending each phone call, and if a transfer of a phone call is needed, conducts a warm transfer. A warm transfer includes: Informing the caller of the name and extension of whom the caller will be transferred to; pressing the transfer button; staying on the line until someone answers the call and informing the receiver of the phone call who is on the line, and pressing the connect button to conclude the transfer.

**AGE, DEVELOPMENT, AND CULTURAL NEEDS OF PATIENTS REQUIREMENT**

Description of elements for individuals who have responsibility for the assessment, treatment, or care of patients. Elements must address the age groups of patients treated as required by the Joint Commission.

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Recognizes and monitors age-specific and/or cultural needs of patients and families/caregiver. Responsibility for patients that might require alternative approaches to assessment, treatment and education.

**COMPUTER SECURITY REQUIREMENT**

Incumbent must protect printed and electronic files containing sensitive data in accordance with the provisions of the Privacy Act of 1974 and other applicable laws, federal regulations, VA statutes and policy, and VHA policy; protect the data from unauthorized release or from loss, alteration, or unauthorized deletion; follow applicable regulations and instructions regarding access to computerized files, release of access codes, etc., as set out in the computer access agreement signed by the incumbent.

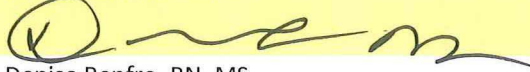
OTHER REQUIREMENTS

**COMPLIANCE:** The incumbent assesses compliance with The Joint Commission (TJC), and other program review criteria that govern service and ensure that requirements are in place and functioning properly as evidenced by both internal and external reviews. The incumbent demonstrates participation and knowledge in the facility's Compliance and Business Integrity Program to prevent violations of the law as well as maintain high ethical standards.

**CONFIDENTIALITY AND SECURITY:** Maintains information resource management security at all times. Incumbent accepts full responsibility for all transactions under his/her access verify codes, and protection of equipment, hardware and software. Uses access security code(s) only in the performance of official duties. Accepts full responsibility for protecting electronic and printed files containing sensitive information. Protects information from unauthorized release, loss, alteration or deletion, following applicable regulations and instructions in the computer access agreement.

**CERTIFICATION:** I certify the accuracy and essentiality of the position.

SUPERVISOR SIGNATURE AND TITLE



Denise Renfro, RN, MS  
Associate Chief Nurse, CPPD

DATE

02-08-19

