

Job Description

Perioperative Staff Registered Nurse (RN)

Facility Name: Lindsay House Surgery Center, LLC

Department/Unit/Area: Perioperative Services

Reports to: Clinical Director

Classification: Non-exempt

Job Summary: Responsible for the delivery of safe, effective, and quality patient- and family-centered care in the OR and other areas of perioperative services for all patient populations.

QUALIFICATIONS

Education/Licensure/Certification — Mandatory:

- Graduate of an accredited registered nurse program required; Bachelors preferred
- Current registered nurse licensure in New York State
- Specialty certification preferred
- CPR certification, ACLS and PALS preferred

Experience:

- One to three years acute care experience preferred
- Two years perioperative services experience

Special Skills

- Reads, writes and speaks English
- Excellent interpersonal skills
- Computer skills preferred

Primary Responsibilities:

1. Support the Organizational Culture “We create uplifting experiences that change people’s lives”. Culture is not tangible. It is comprised of values, beliefs, underlying assumptions and behaviors shared by a group of people. It is in the environment that surrounds you at work all the time. It shapes your work enjoyment, your work relationships, as well as work processes.
2. Complies with facility policies and procedures and Regulatory requirements: State, Federal and Accreditation Body AAAHC – CMS - inclusive of corporate compliance – ie. Patient Bill of Rights and Responsibilities, Privacy Notice, Advance Directives, Surprise Bill Act, Red Flag Rules, HIPAA privacy and security, ADA - Use of interpreter or sign interpreter...
3. Demonstrates clinical performance which reflects knowledge, common sense and good judgement as evidenced by: ability to identify and seek appropriate problem

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solutions in areas of patient care, safe & knowledgeable use of equipment, shows flexibility and adjusts well to changing situations.

4. Assesses patients at intervals as stated in policies and procedures, demonstrating effective assessment skills that identify common physiological and psychological needs, perception and expectations of patient in regards to immediate and long term care.
5. **Maintains a safe patient care environment:** Includes Not Limited to - Patient Identification, Surgical Safety Check List, Time-Out, Infection Control (Universal/Standard Precautions, OR Terminal Cleaning, Cleaning between patients, Hand-Hygiene before and after patient care, managing traffic patterns in the OR, One Needle One Syringe One Time, preoperative antibiotic's on time), Look-a-Like, Sound –a Like...tall man lettering.
6. Develops an individualized perioperative patient plan of care.
7. Implements the plan of care by
 - a. Supports patient safety – reports unsafe situations and practices and takes appropriate actions, follows policy and procedures, knows environment, maintains a clean and clutter free environment to reduce or prevent injury and errors and prevent the spread of infections.
 - b. protecting the patient from injury caused by chemical, electrical, laser, mechanical, and thermal sources and extraneous objects;
 - c. performing counting procedures to protect the patient from unintended retained surgical items;
 - d. completing the surgery checklist inclusive of fire risk assessment and time-out to protect the patient from wrong patient, procedure, sided surgery, wrong implants.
 - e. performing interventions necessary to ensure that the patient's procedure is performed on the correct site, side, and level;
 - f. managing the patient's specimens in the appropriate manner;
 - g. communicating the patient's current status to the appropriate parties throughout the continuum of care;
 - h. administering medications safely and correctly;
 - i. performing interventions to maintain the patient's wound and tissue perfusion at or above baseline levels;
 - j. performing interventions to maintain the status of the patient's genitourinary, gastrointestinal, musculoskeletal, endocrine, respiratory, cardiovascular, and neurological systems and fluid, electrolyte, and acid-base balances at or above baseline levels;
 - k. performing interventions to ensure the patient is at or returned to normothermia at the conclusion of the immediate postoperative period;
 - l. performing interventions to protect the patient from surgical site infection;
 - m. assessing the knowledge level of the patient or designated support person;

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- n. providing education regarding the expected psychosocial response, nutritional management, medication management, pain management, wound management, and expected responses to the operative or invasive procedure;
 - o. actively involving the patient or designated support person in decisions affecting his or her perioperative plan of care and the rehabilitation process;
 - p. demonstrating respect for and protecting the patient's rights, dignity, and privacy: maintaining strict confidentiality of patient information, responding to their right to know, and acting as a patient advocate;
 - q. providing culturally and age-appropriate, ethical care within legal standards of practice; and
 - r. providing consistent and comparable care regardless of the setting.
8. Evaluates the patient's progress toward attaining outcomes.
 9. Transfers care as appropriate.
 10. Delegates tasks as appropriate according to the state Nurse Practice Act and job descriptions.
 11. Documents nursing care accurately, completely, and legibly.
 12. Reviews physicians' orders on assigned patients prior to care and requests physicians' orders when appropriate to plan/complete patient care.
 13. Collaborates effectively with other disciplines as appropriate.
 14. Is alert to problems, needs or changes in patient condition and initiates prompt reporting of such to the provider. Documents data in the medical record and assists in the follow-up care.
 15. Participates in quality review and performance improvement projects and initiates incident/adverse event reporting when applicable.
 16. Uses problem-solving and conflict resolution skills to foster effective work relationships with team members.
 17. Demonstrates flexibility to all areas of assignment. Maintains efficient flow in all areas of unit – assists with acquisition of supplies and equipment when necessary (forecasting needs based on future schedules, looking ahead).
 18. Seeks to engage the synergy of others within and across departmental boundaries (ie. internal materials management, sterile processing and external practice, IT) to address or resolve issues of mutual interest. Ability to deal with stressful situations in a clear and calm manner; actions set the mood for the entire team demonstrating **"team work"**
 19. Seeks to understand the uniqueness of each individual and tailors their interactions with this perspective in mind. Demonstrates the highest moral and ethical conduct in each encounter, situation or action demonstrating **"respect and confidentiality"**.
 20. **Responsiveness** - Pursues work and related activities with a sense of personal pride and ownership for the outcome. Delivers more than expected.
 21. Uses free time constructively by: checking charts, floating to other areas within surgical services if needed, organizing desk area/files completing chart reviews and

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- data collection, stocking, expirations checks, cleaning and asking Clinical Director for assignments.
22. Uses good assessment and communication skill especially when assuming the charge role. Is capable of problem solving and knows when to seek the assistance of the Clinical director or designee.
 23. Goes out of way to help others – going beyond kind gestures and job responsibilities. Recognized and regarded by customers and peers as someone who is considerate, compassionate and creates a pleasurable environment by being “**courteous**”.
 24. Assists in maintaining a high level of morale and motivation on the unit by working to maintain a rapport with peers, coworkers, medical staff and practice staff by utilizing good, honest communication techniques and not conspiring with others against peers nor “managing them down”.
 25. Skillfully uses all “**communication**” modalities following defined and appropriate etiquette. Considers the situation carefully and tailors the messaging appropriate to the audience and any special circumstances.
 26. Demonstrates strong, positive and professional communication and role modeling behaviors at all times, in all assigned areas, with all interactions.
 27. Provides great customer service – creating an “**uplifting experience**”; going beyond what is expected and creating the environment that others want to be associated with; demonstrating **Owner/Image/Attitude**
 28. Demonstrates **nurse leadership** traits – values team effectiveness over personal advantage, enlists others to pursue a common goal and coaches, encourages and supports others. Helps others to view change as opportunity for growth – works toward win-win, recognizes, values and acknowledges others. Is approachable, takes action, controls anger, and maintains focus when events are chaotic, stressful, under pressure and in difficult situations. Obtains and weighs all facts before making decisions and keeps criticism in proper perspective.
 29. Assists with orientation of new personnel.
 30. Maintains required competencies, certifications (BLS, ACLS, PALS), annual mandatories, annual health screen – tests and immunizations.
 31. Assists with developing and achieving facility annual goals including but not limited to quality measures, internal and external **customer satisfaction** (encourage completion of surveys - using ADIET – (Acknowledge, Introduce, Explain, Thank the patient; do what you say you’re going to do, respond in a timely manner, keep customers informed, if you do not know ... you find out, and manage up peers and medical staff by recognizing each other’s skills and experience (patient confidence – reduced anxiety), achievements, compliments and efforts), staff satisfaction and cost containment through supply and labor management

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Working Conditions/Physical Requirements:

- Physically demanding, high-stress environment
- Exposure to blood and body fluids, communicable diseases, chemicals, radiation, and repetitive motions
- Frequent pushing/pulling heavy objects and lifting portion of patients' weight up to 35 pounds; over 35 pounds requires assistive devices or other employee assistance.
- Full range of body motion including handling and lifting patients
- Fine manual dexterity, computer use
- Hand and eye coordination
- Standing and walking for extensive periods of time
- Frequent bending and twisting of neck and back, reaching below waist level, squatting
- Lifting and carrying items weighing up to 50 lbs
- Corrected vision and hearing to within normal range
- Working under stressful conditions
- Working irregular hours, including call hours if applicable

Travel Requirement: None

*This job description is intended to describe essential job functions used to assess the performance of an employee and is not intended to be an all-inclusive statement of job responsibilities.