

Job Description

Registered Nurse (RN), Perianesthesia

This job description is used in concert with the Perioperative RN job description

Facility Name: Lindsay House Surgery Center, LLC

Department/Unit/Area: Perioperative Services

Reports to: Clinical Director, Board of Directors

Classification: Non-exempt or Exempt

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

QUALIFICATIONS

Education:

- Graduate from an accredited school of nursing
- Current registered nurse licensure in state of employment
- Basic Life Support (BLS) certification

Preferred:

- Bachelor's degree in nursing
- Advanced Cardiac Life Support (ACLS) certification
- Pediatric Advanced Life Support (PALS) certification, depending on patient population
- Certified Post Anesthesia Nurse (CPAN) or Certified Ambulatory Perianesthesia Nurse (CAPA) certification
- Two years postanesthesia care experience
- Basic computer skills

Experience:

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

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

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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. Assess patient's postoperative status at intervals according to facility or health care organization policies and procedures to include the patient's
 - a. cardiovascular system,
 - b. respiratory system and airway management needs,
 - c. neurological system,
 - d. hemodynamic stability,
 - e. pain and comfort needs, and
 - f. mental status.
4. Interpret information accurately from various noninvasive and invasive monitors.
5. Describe the underlying pathophysiology of commonly encountered disease processes.
6. Describe the physiology associated with various anesthesia techniques and surgical or procedural interventions.
7. Apply the relevant scoring system/discharge criteria for patient transfer (eg, Aldrete Score, Modified Aldrete Score [ie, PARSAP], Post Anesthesia Discharge Scoring System [PADSS], White) score accurately as defined by organizational policy.
8. **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, Patient Hand Offs.
9. Develop an individualized perianesthesia plan of care.
10. Implement the plan of care including the following interventions:
 - a. managing patient recovery from anesthesia – general;
 - b. managing patient recovery from anesthesia – monitored anesthesia care;
 - c. managing patient recovery from anesthesia – regional;
 - d. managing patient recovery from anesthesia – local;
 - e. protecting patient from injury caused by positioning, thermal sources, and extraneous objects;
 - f. communicating the patient's current status throughout the perianesthesia continuum of care;
 - g. providing acute pain and comfort management as needed;
 - h. administering medications correctly by implementing the 7-rights of safe medication practices (ie, right patient, right medication, right dose, right time, right route, right indication, right documentation);

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- i. performing interventions to maintain the integrity of 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 patient from infection;
 - m. managing patient's other co-morbid conditions as applicable;
 - n. managing patient's fluid as prescribed;
 - o. assessing knowledge level of patient or designated support person and providing education regarding the expected psychosocial response, nutritional management, medication management, pain and comfort management, wound management, and expected responses to the operative or invasive procedure;
 - p. involving patient or designated support person actively in decisions affecting his or her perioperative plan of care and the rehabilitation process;
 - q. protecting patient's rights, dignity, and privacy;
 - r. providing age-specific, culturally competent, ethical care within legal standards of practice; and
 - s. providing consistent and comparable care regardless of the setting.
11. Evaluate the patient's progress toward attaining outcomes.
 12. Transfer care as needed.
 13. Delegate tasks according to the state Nurse Practice Act (if applicable), state board of nursing or professional registration requirements, state laws, and job descriptions.
 14. Document nursing care completely, accurately, and legibly.
 15. Collaborate effectively with other disciplines as needed.
 16. Participate in quality review and performance improvement projects.
 17. Participate in the performance appraisal process.
 18. Use critical thinking, problem-solving and conflict resolution skills to foster effective work relationships with team members.
 19. Maintain required competencies.
 20. Pursue professional growth and participate in a professional organization.
 21. Act as a patient advocate and maintain privacy and confidentiality of individuals and health information.
 22. Uses problem-solving and conflict resolution skills to foster effective work relationships with team members.
 23. 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).
 24. 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

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in a clear and calm manner; actions set the mood for the entire team demonstrating “**team work**”

25. 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**”.
26. **Responsiveness** - Pursues work and related activities with a sense of personal pride and ownership for the outcome. Delivers more than expected.
27. Uses free time constructively by: checking charts, floating to other areas within surgical services if needed, organizing desk area/files completing chart reviews and data collection, stocking, expirations checks, cleaning and asking Clinical Director for assignments.
28. 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.
29. 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**”.
30. 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”.
31. 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.
32. Demonstrates strong, positive and professional communication and role modeling behaviors at all times, in all assigned areas, with all interactions.
33. 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**
34. 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.
35. Assists with orientation of new personnel.
36. Maintains required competencies, certifications (BLS, ACLS, PALS), annual mandatories, annual health screen – tests and immunizations.
37. 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

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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

Working Conditions/Physical Requirements:

- Physically demanding, high-stress environment
- Exposure to blood and body fluids, communicable diseases, chemicals and other hazardous materials, radiation, and repetitive motions
- Pushing and pulling heavy objects
- Full range of body motion including handling and lifting patients
- Manual and finger dexterity
- Hand and eye coordination
- Standing and walking for extensive periods of time
- Lifting and carrying items weighing up to 50 pounds
- Corrected vision and hearing to within normal range
- Working under stressful conditions
- Working irregular hours including call hours

- **Travel Requirement:** None