

## **JOB DESCRIPTION**

**Mission:** We provide excellent health services to improve the quality of life for people in our communities.

**Vision:** We celebrate the power of health throughout life - with you.

At MidMichigan Health our five areas of focus include quality, growth, employee engagement, physician engagement and patient experience. Our leadership is committed to delivering exceptional results in each of these areas.

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**Position Title:** General Duty Rn 2S Nrsg

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**Job Title:** Registered Nurse

**Job Code:** 21421

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**Subsidiary:** MidMichigan Health

**Pay Grade:** 50

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**FLSA Exempt Status:** Non-Exempt

**Department Number:** 16120

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**Reports To:** Cosbitt, Annabelle

**Department Name:** Med Surg Second Floor  
South

### **GENERAL SUMMARY**

This position is responsible for assessing patient health needs, nursing care requirements and the delivery of holistic nursing care on all assigned patients including the maintenance of medical records. May advise and educate patients and the public about various health conditions and provide advice and emotional support to patients and their family members.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

**(20)\*** Assesses patient health needs, nursing care requirements, and delivery of nursing care on all assigned patients. Directs patient assessments by other nursing staff.

**(20)\*** Plans care for assigned patients and directs the planning of care by other nursing staff.

**(20)\*** Implements nursing actions in accordance with established standards of nursing practice and demonstrates competence in nursing care of the neonate, pediatric, adolescent, adult and geriatric patient.

**(20)\*** Evaluates effectiveness of plan of care; ensures responsible care is rendered to patients.

**(20)\*** Self-Management: Holds self accountable for delivery of responsible care, demonstrates effective communication skills and interpersonal relationships. Assumes responsibility for own continued professional development and assists with the development of other staff members.

### **OTHER DUTIES AND RESPONSIBILITIES:**

Operates equipment as outlined on orientation checklists, policy and procedures.

Participates in equipment in-services and competencies as they relate to role expectations.

Performs job skills outlined on orientation checklist as they relate to role expectations.

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Participates in Performance Improvement as required by the Health System and the job description.

Understands and is accountable for MidMichigan Health's customer service standards.

### **\*Total Time Spent or Importance Weight**

At MidMichigan Health, we hold these values to be fundamental:

#### **Values:**

**Excellence** - We offer nothing less than the best. We adhere to the highest standards possible in clinical care and customer service. We continuously measure ourselves and constantly strive to improve.

**Integrity** - We do the right thing, each time, every time. We treat each individual with compassion and respect, demonstrating the pinnacle of professionalism and dignity. We communicate openly and honestly. We recognize the unique individuality of each person. In all that we do, we exemplify the highest ethical standards.

**Teamwork** - We provide individual commitment to a group effort. Collaboration benefits everyone - most importantly, our patients. It promotes efficiency, fosters professional and organizational growth, encourages learning, and stimulates innovation.

**Accountability** - We accept responsibility for all we do. We are accountable for the outcomes of our efforts. We are responsible to the communities we serve, to our patients, and to one another. We recognize that as health care providers we occupy a position of trust.

#### **Behavior Standards:**

We use the following behaviors to support our values and provide a clear and simple description of exactly what is expected of every employee: ***Attitude is Everything, Reward and Recognition, Thoughtful Communication, Teamwork, Service Recovery, Patient Safety, Appearance Matters, Service Excellence, Privacy and Confidentiality, and Electronic Communication Manners.***

### **REQUIRED CERTIFICATIONS AND LICENSURES**

**BLS - Basic Life Support**

**Essential - Y Equivalent Experience -**

**RN - Registered Nurse**

**Essential - Y Equivalent Experience -**

### **REQUIRED EDUCATION**

**Education:** Associates Degree    **Preferred Education:**

## **JOB DESCRIPTION**

### **OTHER**

#### **PHYSICAL/MENTAL REQUIREMENTS AND TYPICAL WORKING CONDITIONS:**

Exposure to stressful situations, including those involving public contact, as well as, trauma, grief and death.

Able to wear personal protective equipment that includes latex materials or appropriate substitute if required for your position.

Is able to move freely about facility with or without an assisted device and must be able to perform the functions of the job as outlined in the job description.

Overall vision and hearing is necessary with or without assisted device(s).

Frequently required to sit/stand/walk for long periods of time. May require frequent postural changes such as stooping, kneeling or crouching.

Some exposure to blood borne pathogens and other potentially infectious material. Must follow MidMichigan Health bloodborne pathogen and TB testing as required.

Ability to handle multiple tasks, get along with others, work independently, regular and predictable attendance and ability to stay awake.

Overall dexterity is required including handling, reaching, grasping, fingering and feeling. May require repetition of these movements on a regular to frequent basis.

Physical Demand Level: **Medium**. Must be able to occasionally (0-33% of the workday) lift or carry 21-50 lbs., frequently 34-66% of the workday 20 lbs. and or Walk/Stand/Push/Pull of Arm/Leg controls and constantly (67-100% of the workday) 10 lbs.

### **REPORTING RELATIONSHIPS**

Reports to Manager Nursing RN

### **EMPLOYEE ACKNOWLEDGEMENT**

I have read and understand that the statements and time estimates above and on attachments are a description of the functions assigned my position.

\_\_\_\_\_  
Employee Name

\_\_\_\_\_  
EE #

\_\_\_\_\_  
Date

*The above is intended to describe the general content of and requirements for this position. It is not an exhaustive statement of duties, responsibilities or requirements. The employee will be expected to perform all other duties as assigned or required.*