

Minneapolis VA Health Care System

Nursing Services

January 2013

Student Nurse Technician 4 (SNT-4) Position Description

Application Requirement

- One year clinical experience in a BSN program
- Must hold a current certificate of CNA
- Must have current BCLS-CPR for healthcare providers

Program Overview

- Responsible for providing direct patient centered care in a variety of clinical settings (EC&R, Primary Care, Specialty Care, Procedural Areas, & other areas as assigned)
- Works under the direct supervision of a Registered Nurse as assigned by the Nurse Manager/ Nursing Supervisor or designee
- Clinical Care of the patients correlates to previous clinical experience and competency validation
- At completion of his/her education, training, and graduation, VA employment will end
- Professional growth development, and mentoring

Employment Status

- Assigned to the Nurse Executive Service Line as temporary intermittent
- No health, retirement, shift/holiday differentials, or vacation/sick benefits
- May earn weekend differential (25%)
- May earn overtime (>8 hours per day or > 40hours per week)
- Employment terminates at graduation
- Employment after graduation may not be extended
- Must maintain a passing GPA in Nursing Program. Grades should be turned into your Nurse Manager at the end of each course. In the event you fail a course you need to notify your Nurse Manager immediately.

Scheduling

- Flex Scheduling options are available with approval of the Nurse Manager
- May work up to 40 hours per week-(when student is not taking a full academic load)
- 1 weekend (2 shifts) per month is required
- Minimum requirements are determined by the Nurse Manager
- The SNT-4 should facilitate periodic discussions with the Nurse Manager regarding academic requirements and scheduling needs
- During the summer months you will be expected to work. Half of your hours will be off tours meaning 2nd and 3rd tours of duty.

Assignments

- Will work under direction of accountable RN as assigned by Nurse Manager/Nursing Supervisor
- May share work assignments between 2 accountable RN's
- Primary role is to assist in an assigned area while gaining nursing exposure and experience
- Assignments will vary with the opportunity for shadowing experiences with an accountable RN as assigned by the Nurse Manager/Nursing Supervisor
- Per assigned area/patient needs, SNT must be willing to flex role (such as special observation) as directed by Nurse Manager/Nursing Supervisor

- May perform special observation/1:1 for suicidal, new Traumatic Brain Injury (TBI), 1K Inpatient Unit, Emergency Department/Urgent Care in addition to other clinical areas

Education

- BSN academic clinical nursing program experience is required
- Competencies will be evaluated in orientation
- May attend TCHP classes with approval of Nursing Education/Nurse Manager. No AA is permitted
- Initial orientation classes will be required
- Prevention of Disruptive Behavior class will be required
- TMS education must be kept current
- Orientation to nursing units to be scheduled with Nurse Manager

Functions/Competencies

Function/Competency Element I

Allied nursing functions are defined as direct and indirect activities related to patient care as appropriately delegated by the accountable RN.

Safely performs the following patient care functions:

- Measures and documents vital signs in CPRS/ICIP
- Protects confidentiality of patient information
- Accurately documents patient information on paper flow sheets as appropriate
- Provides routine hygienic/activities of daily living care (ADLs) including: bathing, toileting, dressing, ambulation, feeding
- Turn, cough, deep breathe: incentive spirometry; applies oxygen (cannula/oximizer/mask) under direction of RN
- Performs actions targeted to the maintenance/restoration of skin integrity
- Administers a variety of comfort measures including end of life care
- Transports non-monitored patients
- Applies and provides routine care for condom catheter
- Provides routine hygienic care for patients with indwelling catheters and urinary drainage devices
- Performs CPR
- Applies hot/cold therapies
- Monitors tracheotomy secretions and removes external secretions
- Performs oral suctioning with Yankeur suction device
- Hourly rounding
- Adheres to uniform/dress code policy
- Conducts blood glucose testing
- Collects patient specimens
- Demonstrates Safely and accurately performs peripheral lab draws
- Places and removes peripheral IV catheters
- Administers enteral feedings and checks for residual
- Feeds patients on aspiration precautions
- Performs dressing changes/wound/ostomy cares
- Performs colostomy/urostomy pouch change
- Safely performs straight intermittent cath/ indwelling catheter placement and removal
- Discontinue Indwelling foley catheters
- Demonstrates proper 12 Lead ECG procedure

Function/Competency Element II

Safety is defined as adherence to safety guideline in accordance with MVAHCS policy, the safe utilization of equipment, and the reporting of unsafe/unhealthful working conditions or unsafe equipment.

- Recognizes, reports, and takes appropriate action for changes in patient condition including emergencies
- Monitors patients in seclusion/ 1:1 observation using worksheet and assignment sheet
- Employs appropriate lifting/moving/transfer techniques/devices and demonstrates correct use of assistive devices and electronic lifts
- Appropriately uses protective/restraining devices
- Follows seizure precautions as directed
- Utilizes standard precautions and adheres to isolation precautions
- Maintains a safe/clean work environment
- Demonstrates appropriate actions in emergency environmental situations
- Reports unsafe equipment and/or working conditions to appropriate individuals
- Cleans Reusable Medical Equipment (RME) equipment per SOP and manufacturer recommendations
- Completes mandatory safety training/annual reviews
- Utilizes continuum of patient safety interventions

Function/Competency Element III

Interpersonal Communication is defines as the demonstration of positive people skills in interactions which reflect caring, service orientation, professionalism, understanding, helpfulness and concern toward patients, visitors and other VA employees

- Delivers care to patients in a respectful and non-judgmental manner
- Maintains patient's rights to privacy and confidentiality
- Communicates in a courteous and respectful manner
- Uses appropriate channels of communication
- Attends staff meetings as scheduled by Nurse Manager. If unable to attend will read and initial staff meeting minutes.
- Follows verbal and/or written instructions
- Accurately conveys and receives information through either verbal and/or written communication
- Maintains appropriate boundaries with patients, families and VA employees
- Respects all forms of diversity
- Uses organizational channels (including Ethics Committee) to seek personal and ethical conflict resolution
- Participates in the interdisciplinary team care planning and delivery of care process by providing feedback to the accountable RN and interdisciplinary team