

Minneapolis VA Health Care System

Nurse Executive Service Line

January 2013

STUDENT NURSE TECHNICIAN 3 (SNT-3) POSITION DESCRIPTION

Application Requirements

- Must hold a current certificate of CNA
- Must be enrolled in a BSN program
- No clinical experience is required
- Must have current BCLS-CPR for healthcare providers

Program Overview

- Responsible for providing direct patient centered observation
- Works under the direct supervision of the Registered Nurse
- Clinical care of the patients correlates to previous clinical experiences and competency validation
- After successful completion of 1 year of clinical training in a school of nursing, s/he may interview for SNT-4 positions and Valor student positions
- It is the responsibility of the SNT-3 to contact the Nurse Recruiter regarding interview scheduling for SNT-4 and Valor student positions
- 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 during school breaks (when not taking a full time academic class load)
- 1 weekend (2 shifts) minimum per month required
- Minimum work requirements are determined by the Nurse Manager
- The SNT3 should facilitate periodic discussions with Nurse Manager regarding academic course load 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.
- The Nurse Manager or Nursing Supervisor reserves the ability to cancel a scheduled shift up to 2 hours prior

Assignments

- The SNT-3 role will be primarily for special observation (sitting) with 1-2 patients who may otherwise be restrained
- If the assignment includes 2 patients, both patients will be in the same room
- Assignments may also include shadowing another RN, LPN, NA, or SNT4
- Will work under direction of accountable RN as assigned by Nurse Manager/Nursing Supervisor
- Assignments will vary with the opportunity for shadowing experiences with an accountable RN as assigned by the Nurse Manager/Nursing Supervisor
- May share a work assignment with another Nursing Assistant if not needed on a special observation
- Will not be assigned to patients on suicide precautions or new Traumatic Brain Injury patient
- Will not be assigned to 1K Mental Health Inpatient Unit
- Will not be assigned to suicidal patients in the Emergency Room or Urgent Care

Education

- Acceptance into a BSN nursing program 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 with Nursing Education 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
- Collects patient specimens
- Conducts blood glucose testing
- Monitors tracheotomy secretions and removes external secretions
- Performs oral suctioning with Yankeur suction device
- Hourly rounding
- Adheres to uniform/dress code policy
- Removes IV intra-catheters
- Administers enteral feedings and checks for residual
- Feeds patients on aspiration precautions

- Performs dressing changes/wound/ostomy cares
- Performs colostomy/urostomy pouch change
- 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