

# University of Colorado Hospital

## *Traveler, RN*

Position Code: 4NE810

### ***Manager will complete this section:***

Reviewed Date	May 30, 2007
Revised Date	May 30, 2007
Approved By	Human Resources
Department	
Division	
Reports To	
FLSA Code	Non-Exempt

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### ***Position Summary***

The Registered Nurse Traveler functions under the UEXCEL Nursing Practice standards as a competent nurse who uses professional nursing background to assist the patient to achieve optimum health; participates with the multidisciplinary team; upholds professional standards and incorporates ethics and evidence into the provision of care. The Traveler Registered Nurse demonstrates competency in caring for complex patients and participates on the team to improve the quality of care in the clinical area.

### ***Position Accountabilities***

1. Delivers AMAZing service to our internal and external customers by advocating for customer preferences; maximizing communication and partnering with peers and customers; acting to obtain feedback, problem solve and change; demonstrating zest through integrity, punctuality, appearance, and style.<sup>(1)</sup>
2. Conducts systematic and continuous **assessment** of patient health status from admission to discharge across the care continuum, including all aspects of the individual: age, gender, spiritual, physical and psychosocial dimensions. (1)
3. **Plans care** by utilizing current scientific knowledge, theory, and standards of care to construct an individualized, age specific plan for desired patient outcomes, appropriate to the clinical settings. (1)
4. Identifies and prioritizes nursing diagnoses and patient problems based on subjective and objective assessment data, formulating desired patient outcomes and nursing interventions. (1)
5. **Implements** individualized nursing care interventions unique to patient health care needs, including those associated with age, gender, spirituality, physical and psychosocial being. (1)
6. Conducts interventions focused to maintain health, prevent illness or injury, restore

maximum functioning and provide guidance to cope with change.

7. **Evaluates** care by performing regular and systematic reviews of patient/family responses to interventions and revises care to facilitate progress toward desired outcomes. (1)
8. Serves as an advocate for the patient and family, to promote understanding of their rights, responsibilities and needs for education to prevent disease, promote health maintenance. (1).

### **Other Professional Competencies**

9. Exercises informed judgment, acts competently, assumes responsibility and accountability for patient care. (1)
10. Prioritizes care based on patient safety, preference, age specific needs and practice standards in consideration of the continuum of care with timely response to identified care needs. (1)
11. Evaluates and supervises unlicensed, assistive healthcare providers in delivering patient care.
12. Actively participates as a collaborative member of the healthcare team. (1)
13. Demonstrates professional conduct and appearance, and is accountable for actions and outcomes.
13. Provides care based on current principles of nursing research, evidenced based practice and performance improvement. (1)
14. Evaluates care in relation to scientific knowledge, using a systematic process for identifying areas for improvement using the hospital quality model.

### **Other Position Accountabilities.**

15. Assists in maintaining compliance with hospital accreditation requirements and other regulatory agencies and standards. (1)
16. Responsible for knowing and demonstrating National Patient Safety standards. Participates in department-based activities and initiatives to improve and ensure a safe environment.
17. This position requires the employee to be responsible for the assessment, treatment, and care of patients of certain age categories, as appropriate to assigned patient populations. The age specific populations this employee may competently care for may include the following:  infant (0–23 months),  pediatrics (2–11),  adolescent (12–17),  adult (18–74), and  geriatric patient (75 and older). It is expected the employee will be competent to interpret age specific developmental, physiologic and unique care needs by assessment, and by observation of care delivery.

18. Participates in performance improvement activities; quality improvement and patient safety activities; assists in maintaining compliance with JCAHO accreditation and other internal and external regulatory standards including code of conduct.
19. The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills of personnel so classified.

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*[1] Performance of this function is the primary objective of the job.*  
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### ***Position Qualifications***

<b>Minimum Education</b>	Diploma/Associate's Degree in Nursing. Licensed to practice professional nursing in the State of Colorado.
<b>Preferred Education</b>	Baccalaureate in Nursing degree
<b>Minimum Experience</b>	2 years or more as a practicing registered nurse.
<b>Skill Competencies Required</b>	Current AHA certification in Basic Life Support (BLS). Specific clinical areas may require additional competencies such as ACLS, PALS, Neonatal resuscitation or others as identified.
<b>Supervised</b>	Director/Manager
<b>Skills: Administrative</b>	Knowledge of general nursing theory, standards and practices. Communicates effectively with members of the health care team, patients and families, often under stress or in emergency situations. Excellent written and oral communication skills. Ability to read, interpret and follow detailed oral, written and illustrated instruction.
<b>Skills: Machine</b>	Knowledge of a wide variety of medical equipment and instruments; computer skills preferred.

**Physical Capabilities: Heavy**

**Key for Physical Demands:** N = Never

O = Occasional; 1-33% of time

F = Frequent; 34-75% of time

C = Constant; 76-100% of time

Activity	Frequency				Activity	Frequency				Activity	Frequency			
	N	O	F	C		N	O	F	C		N	O	F	C
<b>Lift/Carry:</b>					<b>Push/Pull:</b>					Walk				X
10 lbs or less					15 lbs or less			X		Sit				X
11-20 lbs				X	16-30 lbs		X			Stand				X
21-50 lbs			X		31-50 lbs		X			Fine motor manipulations				X
51-100 lbs		X			51-100 lbs		X			Gripping				X
100+ lbs	X									Squat/kneel				X
										Bend				X
<b>Drive:</b>					<b>Computer:</b>					Twist/turn				X
Manual	X				Data entry		X			Crawl	X			
Automatic	X				Use of mouse		X			Climb		X		
										Reach above chest		X		
										Reach outward				X

**Sensory Demands:**

**Key for Environmental Demands:** N = Never

O = Occasional; 1-33% of time

F = Frequent; 34-66% of time

C = Constant; 67-100% of time

Demand	Frequency			
	N	O	F	C
Able to see clearly at both near and far distances.				X
Able to identify and distinguish colors.			X	
Able to judge distances and spatial relationships.			X	
Able to communicate verbally and in writing.				X
Able to distinguish between sounds such as telephone vs. fire alarms, tone of voice, varied decibels.				X
Able to perceive attributes of objects such as size, shape, temperature, texture through touch.			X	

**Mental Demands**

Each category below is an example of demands for a job's essential functions. The scale is by degree of complexity not the frequency of the task.

	<b>1 = least complex</b>				<b>5 = most complex</b>
<b>A. Comprehend and follow instructions</b> (Ex: understands and follows oral and written procedures without deviation or is able to work with little guidance)	1	2	3	<b>4</b>	5
<b>B. Maintain an appropriate work pace</b> (adheres to provided work schedule to meet qualitative production standards or is able to plan schedule to meet long-term goals and objectives)	1	2	3	<b>4</b>	5
<b>C. Perform assigned tasks-complex or varied</b> (performs repetitive, routine tasks or is able to multi-task as dictated by variable demands)	1	2	3	<b>4</b>	5
<b>D. Direct, control and plan</b> (Ex: does not manage projects or staff or is able to independently manage a group performing varied tasks)	1	2	3	<b>4</b>	5
<b>E. Communicate orally</b> (Ex: relay simple information orally or able to persuade or explain complex issues in person or by phone)	1	2	3	<b>4</b>	5
<b>F. Relate to others/influence people</b> (Ex: works independent from co-workers or is able to relate sensitive information and obtain consensus on complex issues with diverse groups)	1	2	3	<b>4</b>	5
<b>G. Make decisions</b> (Ex: implements others' decisions/procedures with little judgment required or is able to apply abstract principles to solve complex conceptual tasks)	1	2	3	<b>4</b>	5
<b>H. Interact with public or co-workers in written form</b> (Ex: writes simple memos to co-workers or is able to write letters explaining complex issues or persuade staff or general public)	1	2	3	<b>4</b>	5

### Environmental Demands

**Key for Environmental Demands:** N = Never  
 O = Occasional; 1-33% of time  
 F = Frequent; 34-75% of time  
 C = Constant; 76-100% of time

Demand	Frequency				Demand	Frequency				Demand	Frequency			
	N	O	F	C		N	O	F	C		N	O	F	C
blood and body fluids			X		toxins, cytotoxins, poisonous substances			X		hazardous chemicals/chemical			X	
cold	X				electrical hazards	X				Dust/fumes		X		
heat	X				lasers		X			vibration	X			
wet/humid	X				heights	X				congested worksite		X		
electro-magnetic hazards		X			potential exposure to infectious diseases			X		sharp tools/equipment			X	
contact stress		X			hazardous waste			X		Outside Work	X			
noise		X			radiation		X							

Employee: \_\_\_\_\_

Date: \_\_\_\_\_

Employee Number: \_\_\_\_\_

Date: \_\_\_\_\_

Supervisor: \_\_\_\_\_

Date: \_\_\_\_\_

Human Resources: \_\_\_\_\_

Date: \_\_\_\_\_