



GHR Job Description

Position: NICU Nurse

This position description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications which may be required of the employee assigned to the position. Depending on the size of the facility the job duties may vary. Receipt of the job description does not imply nor create a promise of employment, nor an employment contract of any kind; my employment with the Company is at-will.

Position Summary

Nurses care for people who are sick, injured, convalescent or disabled. Under general supervision, they deliver care to patients utilizing the nursing process of assessment, planning, intervention, implementation, and evaluation, in accordance with established philosophy. Nurses collaborate with other professional disciplines to ensure effective patient care delivery and achievement of desired patient outcomes. Nurses effectively interact with patient and significant others, while maintaining the standard of professional nursing. The nature of the direction and supervision required for this position varies by State and job setting. Neonatal Intensive Care Unit (NICU) Nurses care for newborn babies who are delivered pre-term (neonates) or at-term newborns who experience complications at the time of birth. The NICU provides intensive around-the-clock care, including both medical needs and basic daily care activities.

Position Responsibilities

NICU Nurses provide direct and individualized nursing care to patients based on the application of scientific nursing principles. In addition to basic nursing care, responsibilities of NICU Nurses include (but are not limited to):

- Cares for infants transitioning to extra uterine life
- Provides age and culturally appropriate care to patient
- Consults and coordinates with health care team members to assess, plan, implement and evaluate patient care plans
- Provides nutritional assessment & specialized feedings
- Changes dressings, inserts catheters, starts IVs
- Provides arterial & intravenous therapy
- Monitors and adjusts specialized equipment used on patients, such as incubators and ventilators
- Prepares and administers and records prescribed medications. Reports adverse reactions to medications or treatments
- Monitors vital signs and initiates corrective action whenever the patient displays adverse symptomatology, communicates patient's condition to care team
- Assists treating physician during examination, treatment and procedures, which can include life-saving situations
- Instructs and educates patient's family
- Participates in discharge planning
- Records all care information concisely, accurately and completely, in a timely manner, in the appropriate format and on the appropriate forms
- Performs other position-related duties as assigned, depending on assignment setting

Depending on setting, may also:

- Float among various clinical services, where qualified and competent

Other Responsibilities

- Completes required orientation as directed by facility
- Follows facility and OSHA safety rules and procedures while on assignment
- Follows facility and GHR Unusual Occurrence Protocol
- Respects cultural and religious practices of patients
- Upholds HIPAA regulations
- Punctual and dependent for assigned/confirmed shifts

Position Requirements

- Graduate of an accredited nursing program
- Current nursing license, in good standing with the State licensing board
- Minimum of one (1) year Med/Surge experience
- Federal-, State- and GHR-required credentials current and on file
- Cognitive skills as related to the position

Working Conditions

Because patients need round-the-clock care, working hours include days, nights, weekends and holidays. The number of patients assigned per shift will vary with facility, however, in most settings, the caseload is heavy and the environment is fast-paced. Nurses spend considerable time walking, bending, stretching and standing; they assist in patient transfers, so to guard against back injury, they must follow proper body mechanics and procedures for lifting/moving patients. Nurses may face hazards from exposure to chemicals and infectious diseases.

Physical Demands

- Ability to lift twenty (20) pounds. Moving, lifting or transferring of up to fifty (50) pounds
- Ability to stand for extended periods
- Fine motor skills
- Visual acuity

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand and talk or hear. The employee is frequently required to walk; use hands to finger, handle, or feel; and reach forward with hands and arms. The employee is occasionally required to sit and stoop, kneel, or crouch. The employee must frequently lift and/or move up to 20 pounds and occasionally lift or move 50 lbs. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

The overall physical demand rating for a job of the nurse falls within the **Medium** classification (exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Light Work) according to the Dictionary of Occupational Titles.

*Physical demands as published by the US Department of Labor, 1991 in the Dictionary of Occupational Titles, 4th, Edition. You may contact GHR's Human Resources Department for a comprehensive list of physical demands.