



# Marshfield Medical Center Dickinson

## MNA Represented Position Available

**Posting Number:** 202320362 Repest of 202320342

**Date/time posted:** Tuesday, November 21, 2023 @ 11:00 am

**Date/time removed:** Tuesday, November 28, 2023 @ 11:00 am

**Position title:** Staff RN, charge as assigned  
**Employee status:** Regular Part Time  
**Classification:** Staff Weekday  
**Unit:** ICU  
**Experience:** Per Job Description  Training Position   
**Shift(s):** Days  Evenings  Nights   
Home Health   
**Length of Shift(s)** 12.25 hours  
**Weekend Rotation:** Yes  No   
**Start Times:** (1) 7 pm (2) (3)  
(4) (5) (6)  
(7) (8) (9)  
**HRS per pay period:** 72+  
**FTE equivalent:** .91

**Note:** Overtime will be calculated for all hours worked over the scheduled shift or 40 hours one work week (12.25).  
**Note:** Subject Article XIX, the nurse awarded this position will not be eligible to file notice for another position for one (1) year from the effective date of awarded position (per section 19.05).

**Please see the attached qualifications.**  
**If you are interested in this position, you must submit a current resume to**  
**[Maya.Henricksen@dchs.org](mailto:Maya.Henricksen@dchs.org)**

**Dickinson County Healthcare System**

**Job  
Description**

**Job Title:** RN STAFF NURSE- ICU with Charge as Assigned

**Department:** NURSING SERVICES 6050

**Job Code:** 180040

**Bargaining Unit Status:**

Non Union

AFSCME

MNA

**Grade:**

**Wage/Hour Status:**

Exempt

Non Exempt

**Summary:** (Summarize primary purpose of job function)

The ICU staff nurse is responsible for the direct and indirect total nursing care of ICU patients as well as the monitoring of telemetry.

**Reports To:** ICU Charge Nurse, Hospital supervisors, Nurse Manager

**Titles Supervised:**

HUC/Monitor Tech on duty, other Nursing Staff as assigned to unit

**Essential Responsibilities:**

1. Utilizes the NURSING PROCESS as the basis for nursing activities and care rendered. Demonstrates compliance with applicable standards as well as hospital wide policies and procedures.(See attached for specifics)
2. Maintains and utilizes consistently appropriate, professional and effective COMMUNICATION SKILLS.(See attached for specifics)
3. Relief Charge Nurse Role: Is responsible and accountable for the overall functioning of nursing unit on his/her shift. (See attached for specifics)
4. EDUCATION: Is responsible for patient education as well as assessing own learning needs and those of the department.(see attached for specifics)
5. Utilizes and maintains SUPPLIES AND EQUIPMENT in a cost effective and safe manner. (See attached for specifics)
6. DOCUMENTS and maintains data on patient record.(see attached for specifics)
7. Is able to perform the SPECIAL FUNCTIONS unique to registered nursing in this department.(see attached for specifics)

**Minimum Qualifications:**

**Education:** Graduate from an accredited School of Nursing with current Michigan license. BSN preferred. ACLS certification preferred. BCLS required within 30 days of hire. PALs preferred. DCHS conscious sedation certification within 3 months of transfer or hire.

**Experience:** \_\_\_\_ One year ICU RN experience in a like facility (current or recent within 5 years)  
Or Training position \_\_\_\_ 2 years med/surg//Emergency experience as RN

**Other:** Demonstrates excellence in customer service and professional conduct. Possesses good communication skills. Interacts appropriately and positively with peers, patients, families, physicians, and professionals. Maintains professionalism in the community, protects the confidentiality of the patient and serves as a patient advocate at all times.

**Knowledge/Skills/Abilities:**

Knowledge and skills to provide appropriate complex, critical, care to patients of all ages. Ability to assess data reflective of patient status, and interpret appropriate information necessary to identify patient needs in relation to age and provide critical care as described in ICU policy and procedures. Able to function adequately under stressful conditions. Knowledge of cardiac rhythm interpretation. Able to complete ICU competency testing and achieve score of 80% or greater on medication test.

**Physical and Mental Demands:** (See Back of Page)

*This description of job responsibilities is intended to reflect the major responsibilities and duties of the job, but is not intended to describe minor duties or other responsibilities as may be assigned from time to time.*

EXTENT

Physical Demands	Continuous Over 70%	Frequent 40%-69%	Occasional 15%-39%	Rarely Up to 15%
Standing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Walking	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climbing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bending	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Crouching	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pushing/Pulling	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carrying	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lifting/Lowering				
	1-15 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	15-30 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	30-50 lbs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Over 50 lbs.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fine Hand/Eye Coordination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Color Discrimination	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hearing Acuity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Mental Demands	Continuous Over 70%	Frequent 40%-69%	Occasional 15%-39%	Rarely Up to 15%
Concentration on Detail	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attention Span of 1+ hours on a task	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ability to Remember multiple tasks	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oral Communication	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Written Communication	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Working Conditions	Continuous Over 70%	Frequent 40%-69%	Occasional 15%-39%	Rarely Up to 15%
Exposure to blood and body fluids	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exposure to toxins, cytotoxins, poisons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Exposure to extreme heat, cold, temp fluctuations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Exposure to hazardous chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Exposure to radiation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date Issued:

Date Revised: