



**ALASKA NATIVE TRIBAL HEALTH CONSORTIUM**  
**Office of Human Resources**  
**4000 Ambassador Drive**  
**Anchorage, Alaska 99508**  
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<b>REGISTERED NURSE</b>	
<b>Approved Date: May 24, 2007</b>	<b>ICPA Level: 1</b>
<b>Job Code: 50212</b>	<b>FLSA : Non-Exempt</b>

**JOB SUMMARY:** Provides professional nursing services to accomplish the individual patient plan of care, and support the operations of the Alaska Native Medical Center and programs.

The functions of the Registered Nurse are to collect patient health data, analyze the data to determine diagnoses, identify expected outcomes individualized to the patient, develop a plan of care that prescribes interventions to attain the expected outcomes, implement the interventions identified in the plan of care, and evaluate the patient's progress toward attainment of the outcomes, working collaboratively with the healthcare team.

**REPRESENTATIVE DUTIES:** *The following duties are intended to provide a representative summary of the major duties and responsibilities and **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.*

- The Registered Nurse (RN) actively participates in the systematic evaluation of the quality and effectiveness of nursing practice, participating in quality of care activities to initiate positive changes in nursing practice.
- The RN evaluates one's own nursing practice in relation to professional practice standards and relevant statutes and regulations, identifying short and long term professional goals.
- Utilizes the ANA Scope and Standards of Practice and the Code of Ethics for Nurses with Interpretive Statements as the foundation for nursing practice.
- The RN interacts with and contributes to the professional development of peers and others practicing in a Shared Governance model of nursing practice.
- The RN's decisions and actions on behalf of patients are determined in an ethical manner, and care is delivered in a nonjudgmental and nondiscriminatory manner that is sensitive to patient diversity preserving patient autonomy, dignity, and rights.
- The RN collaborates with the patient, family, and other health care providers in the formation of overall goals and the plan of care, as well as in decisions related to care and the delivery of services.
- The RN considers factors related to safety, effectiveness, evidence based-practice, and cost in planning & delivering patient care, and assists the patient and family in identifying and securing appropriate and available services to address health-related needs.
- The RN delivers timely and effective nursing care according to established standards including physical, social and emotional care.
- The RN directs the day to day activities of LPNs, PSAs, MCs and Patient Observers.
- Performs other duties as assigned or required.

**KNOWLEDGE and SKILLS**

- Knowledge of nursing science, principles, techniques, and procedures for the care of patients.
- Knowledge of healthcare terminology, anatomy, physiology and concepts of disease.
- Knowledge and ability to utilize evidence based practice to develop the plan of care and interventions.
- Knowledge of the hospital environment and how the services and functions interact.
- Knowledge of Alaskan culture.
- Knowledge of nursing theorists and ability to provide theory based care for patients.
- Knowledge of shared governance environment with shared-decision making.
- Skill in providing effective and compassionate nursing care, assessing patient situations and taking effective courses of action.
- Skill in assessing and prioritizing multiple requests by patients, families, and team members.
- Skill in providing cardiopulmonary resuscitation.
- Skill in operating a personal computer utilizing a variety of software applications.

**MINIMUM EDUCATION QUALIFICATIONS**

A Bachelor's Degree in Nursing or equivalent is required.

**MINIMUM EXPERIENCE QUALIFICATIONS**

None

**REQUIRED CERTIFICATION QUALIFICATIONS**

- Current registered nurse license in the State of Alaska
- Must be licensed as a RN by the State of Alaska and remain active with all annual licensing requirements.
- Has participated in 30 hours every 2 years continuing education in nursing in general, 16 of which are in the specific area of practice.
- Current BLS card.
- Current ACLS, PALS, NRP, TNCC, etc card as required for specific work area.

**PREFERRED CERTIFICATION QUALIFICATIONS**

National certification is preferred.

**ADDITIONAL REQUIREMENTS**

- Work involves the potential for exposure to infectious diseases.
- ANMC is not a latex free environment therefore some latex exposure can be expected.
- Some non-standard work hours are required.
- All nurses hired as new graduates are hired as a RN I. A basic competency requirement for continued employment at ANTHC is the advancement on the ANTHC Clinical Ladder from an RN I to an RN II; this must be accomplished within 18 months of hire.

**MINIMUM PHYSICAL REQUIREMENTS**

<input checked="" type="checkbox"/> Standing	<input checked="" type="checkbox"/> Repetitive movements	<b>Weight lifting:</b>	
<input checked="" type="checkbox"/> Sitting	<input checked="" type="checkbox"/> Bending/squatting	___ up to 10 lbs	___ up to 25 lbs
<input checked="" type="checkbox"/> Walking	___ Driving	___ up to 50 lbs	___ up to or > 100 lbs.

**AGE SPECIFIC REQUIREMENTS**

Provides care to the following age groups:

___ newborn (0-28 days)	___ infant (29 days –1 yr)	___ child (1-12 years)
___ adolescent (12-18 years)	___ adult (18-64 years)	___ geriatric
___ maternal/ neonatal	___ none	

This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.

Signature below acknowledges that I have received a copy of my job description and my supervisor has discussed it with me.

\_\_\_\_\_  
Employee Acknowledgment/Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Employee Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date