

THE BRIDGE BEHAVIORAL HEALTH

POLICY #106

TITLE: Registered Nurse (RN)

REPORTS TO: Medical Manager

The Bridge Behavioral Health shall not discriminate in hiring of qualified individuals regardless of race, color, religion, gender, national origin, protected age, disability, veteran status, marital status or pregnancy.

RESPONSIBILITIES: Serves as an RN for The Bridge Behavioral Health., a 68 bed substance abuse treatment center licensed by the State of Nebraska. The Bridge is a not-for-profit, 501(c)(3) organization incorporated in 1983. This position is responsible for assessing, planning, and implementing care for clients dealing with substance abuse. All care given incorporates client needs: biophysical, psychosocial and environmental, and addresses issues of self-care, education and discharge planning. In addition, this position fulfills the role of Team Leader in supervision of the Recovery Advocates and in maintaining continuity of nursing care given to clients. Communicates with, and on behalf of, the client and coordinates client care with other health care members. Displays positive attitude, motivation, responsibility and accountability.

DUTIES:

1. Takes an active role as a Team Leader providing supervision, direction, support and constructive criticism (when necessary) to Recovery Advocates.
2. Delegates' aspects of care, utilizing the Recovery Advocates in order to meet client needs and maximize staff performance.
3. Provides direct supervision of medication aide staff while on duty.
4. Acts as a resource for the medication aide for medical decision making and competency maintenance.
5. Demonstrates a thorough understanding of nursing principles, practices and procedures.
6. Demonstrates knowledge and skills necessary to provide appropriate care for clients dealing with substance abuse.
7. Takes direct and appropriate action in emergency situations.
8. Reports and records pertinent information accurately.
9. Assures accurate and timely administration of medications and treatments via a safe manner as ordered by medical providers.
10. Obtains a medical history from clients. Completes a nursing assessment on each client to provide baseline data for delivery of client care.
11. Utilizes teaching strategies to meet the specific educational needs of the client.
12. Assures patient rights and client confidentiality are maintained and adheres to ethical and legal standings.
13. Maintains a professional presentation at all times.
14. Flexibility and willingness to accept reasonable tasks delegated by the Medical Manager to meet the needs of The Bridge.
15. Interacts effectively with other staff members to keep them informed of changes in the condition of the client.
16. Displays positive role modeling and acts as a mentor to new personnel, students and interns.
17. Promotes an environment that facilitates responsiveness to change, collaborative multidisciplinary team efforts and effective problem solving and critical thinking skills.
18. Follows all policies and procedures as outlined in the Policy & Procedure Manual, Reference Manuals and Standards of Care.
19. Participates in continuous quality improvement measures to achieve positive client outcomes.
20. Promotes interpersonal relationships that create a positive climate for interaction between client, family, the multidisciplinary health care team and students.
21. Takes personal accountability to maintain current, updated nursing knowledge/skill.
22. Participates in in-services, staff meetings and attends all required education and mandatory in-services.

EXPERIENCE: Experience working with clients dealing with substance abuse preferred. Must be able to demonstrate the ability to work with and relate to persons of multiple ethnic, racial, cultural and varied economic backgrounds

THE BRIDGE BEHAVIORAL HEALTH

EDUCATION: Must possess a current license to practice as a Registered Nurse in the State of Nebraska. Must be current CPR Certified.

(Executive Director)

(Date)

(Medical Manager)

(Date)

(Employee)

(Date)