Synopsis of the job responsibilities

Clinical Nurse I
1. Provides direct care to patients and makes necessary nursing judgments. Responsible for systematically assessing the health care needs of individuals or groups and for the formulation of a care plan, its implementation and evaluation. Demonstrates the ability for decision making by integrating theoretical knowledge with practical experience in caring for patients.

2. Coordinates the care of patients and directs assistive personnel in order to provide safe, effective, efficient, equitable and timely, patient-centered care. Demonstrates initial awareness of environmental forces on health care of patients and their families.

3. Develops collegial and collaborative relationships with other health professionals to determine healthcare needs of patients and families. Learns to develop relationships with patients and families that maintain and communicate trust and respect. Communicates effectively in the exchange of information. Begins to demonstrate the ability to act as a patient advocate.

4. Maintains annual mandatory education requirements, which include emergency skills and unit based competencies. Identifies needs for continued growth and development in conjunction with the unit based educator or clinical nurse specialist.

5. Demonstrates a commitment to patients, staff, and to Beth Israel Deaconess Medical Center. The Individual nursing practice reflects the goals of the Medical Center. Demonstrates responsibility and accountability for own nursing practice and patient safety.
Clinical Nurse II

1. Provides direct care to patients and makes necessary nursing judgments. Responsible for systematically assessing the health care needs of individuals or groups and for the formulation of a care plan, its implementation and evaluation. Demonstrates the ability for decision making by integrating theoretical knowledge with practical experience in caring for patients.

2. Coordinates the care of patients and directs assistive personnel in order to provide safe, effective, efficient, equitable and timely, patient centered care. Demonstrates awareness of environmental forces on health care of patients and their families. Demonstrates the ability to identify resources necessary to implement the plan of care.

3. Works in a collegial and collaborative relationship with other health professionals to determine healthcare needs of patients and families. Develops relationships with patients and families that maintain and communicate trust and respect. Communicates effectively in the exchange of information. Demonstrate the ability to act as a patient advocate

4. Maintains annual mandatory education requirements, which include emergency skills and unit based competencies. Identifies needs for continued growth and development in conjunction with the unit based educator or clinical nurse specialist. Participates in activities that contribute to professional development of self may participate in quality improvement activities.

5. Demonstrates a commitment to patients, staff and to Beth Israel Deaconess Medical Center. The individual nursing practice reflects the goals of the Medical Center. Demonstrates responsibility and accountability for own nursing practice and patient safety.
Clinical Nurse III

1. Provides direct care to patients and makes necessary nursing judgments. Consistently demonstrates the ability to care proficiently for all patient populations within the unit setting. Demonstrates proficiency in designing and implementing individualized plan of care. Makes consistently sound clinical decisions by analyzing and integrating all patient data and nursing principles.

2. Coordinates the care of patients and directs assistive personnel in order to provide safe, effective, efficient, equitable, and timely, patient centered care. Participates in the evaluation of patient care outcomes. Demonstrates proficiency in identifying and coordinating resources necessary to implement the plan of care.

3. Works in a collegial and collaborative relationship with other health professionals to determine health care needs of patients and families. Promotes the development of collaborative relationships with peers and other health professionals by articulating practice issues and communicating in a constructive manner. Participates in quality improvement activities.

4. Participates in activities that contribute to the ongoing development of self and others. Maintains annual mandatory education requirements, which include emergency skills and unit based competencies. Demonstrates the ability to critique own nursing practice and the motivation for professional development.

5. Actively participates with colleagues to advance nursing practice. Supports colleagues, shares expertise and serves as a role model, preceptor, mentor, or sponsor.
Clinical Nurse IV

1. Provides direct care to patients and makes necessary nursing judgments. Demonstrates clinical performance at an expert level utilizing perceptual skills which are intuitive or experience-based. Critiques own decision making and judgments regarding the care of patients.

2. Demonstrates greater depth in practice focus, providing nursing consultation for atypical patient presentations, unexpected events or unusual outcomes, recurring problems on the patient care unit, or strategic planning for the future of the unit. Evaluates the results of consultation in terms of patient outcomes and ability of the consultee to handle similar problems in the future.

3. Coordinates the care of patients and directs assistive personnel in order to provide safe, effective, efficient, equitable, and timely, patient centered care. Identifies problems and populations at risk and proposes solutions.

4. Works in a collegial and collaborative relationship with other health professionals to determine health care needs of patients and families. Demonstrates and role-models an interdisciplinary collaborative approach to patient care. Utilizes negotiation and conflict resolution skills to foster collaborative and collegial relationships. Participates in quality improvement activities and the development of unit based programs for improved practice and professional development.

5. Participates in activities that contribute to the ongoing development of self and others. Responsible for maintaining annual mandatory educational requirements, which include emergency skills and unit based competencies. Self-evaluation of practice, in particular, unexpected outcomes are identified and other courses of action are considered.

6. Maintains awareness of current research findings that apply to area of practice focus. Actively promotes the growth and development of colleagues through clinical teaching opportunities, professional mentorship, and other staff development activities. Maintains awareness of unit needs and resources and initiates action to resolve problems.