



POSITION TITLE

REGISTERED NURSE

JOB CLASSIFICATION:

NON-EXEMPT

TITLE OF IMMEDIATE SUPERVISOR:

**DIRECTOR OF NURSING, REGISTERED NURSE MANAGER,
OR ATTENDING PSYCHIATRIST**

DIVISION:

MENTAL HEALTH SERVICES

POSITION OBJECTIVE/SUMMARY:

The Registered Nurse is responsible for providing professional nursing care to adults or children in a psychiatric in-patient care unit.

MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION:

- A graduate from an accredited School of Nursing and a current State of California license to practice as a Registered Nurse.
- A current CPR/CPI Certification.
- Baccalaureate or Master's Degree in psychiatric or mental health nursing can be substituted for one or two years experience respectively.
- At least one (1) year's experience working with emotionally or mentally disturbed clients, preferable in a psychiatric healthcare environment or willing to participate in Kedren's Nursing Service Residency Program for Psychiatric Nursing for one (1) year.
- Good written and verbal communication skills.
- Ability to perform tasks involving physical activity which may include lifting, bending and standing.

GENERAL STATEMENT OF FUNCTIONS:

- Administer quality nursing care and other clinical interventions to client(s), according to the Agency's policies, procedures and nursing practice standards within the scope of practice.
- Perform diagnostic assessment and evaluation when required. Develop and implement treatment plans for assigned client(s), based upon the diagnostic evaluation approved by the attending psychiatrist.
- Assess, plan and evaluate nursing care needs of client(s) and incorporates in a multidiscipline treatment plan.
- Provide in a timely manner, individual and group therapy as indicated by individual client(s) treatment plan and the Program Service goals for level of care.
- Assist in creating and maintaining a therapeutic milieu within the assigned program service unit.
- In cooperation with other treatment team members, works with families, guardians, human service agents and others who are significantly involved in the welfare of the assigned clients.



- Maintain accurate and current clinical documentation of care given and client(s) response and progress to treatment.
- Prepare nursing related reports and other verbal and written documentation required by Kedren and other regulatory bodies.
- Attend and participate in Case Review Conferences (CRC), staff meetings, educational and training sessions.
- Maintain current licensure, certification and other professional development required to provide a high quality of care and clinical practice at all times.
- Practices confidentiality in all client, employee, and management related matters.
- Assist in preserving Kedren's mission, goals, and objectives; and help management in establishing its internal service delivery goals and objectives that are consistent with the organization's public service mission statement.
- Participate in the fundraising activities of the Kedren.
- Relieves other clinicians in Kedren as needed and within the scope of practice.
- May be required to work additional days, overtime and on special projects as needed.

COMPETENCIES:

- **Analytical Thinking** – Able to breakdown raw information and undefined problems into specific, workable components that in-turn clearly identifies the issues at hand. Makes logical conclusions, anticipates obstacles, and considers different approaches to the decision-making process.
- **Assessment** – Conducts a comprehensive, collaborative, unbiased clinical assessment, which involves individuals, family members and community service providers to develop coordinated therapeutic intervention plans.
- **Communication Effectiveness** – Clearly conveys information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.
- **Compassion** – Sees patients and their situation as more than a medical scenario and routine procedure; focuses on another person's needs; exhibits feelings of concern and sympathy for others.
- **Compliance** – Ensures compliance and examines patient information to insure that they comply with company and industry regulations, and service policies and procedures.
- **Ethical** – Applies decision-making strategies that are grounded in social work values and ethics and person-centered principles.
- **Health Systems** – Understands the evolving health care systems, health and science policy, and resource allocation in order to optimize human health and scientific discovery.
- **Mental Health/Psychiatry Knowledge** – Demonstrates knowledge and understanding of mental health, mental illness and mental health services; integrates knowledge of societal, cultural, psychological, environment, spiritual and belief systems that influence mental health and illness.



- **Patient Relationship** – Identifies and maintains professional boundaries to preserve the integrity of the therapeutic process; uses relationship to promote positive clinical outcomes; applies therapeutic communication strategies to reduce emotional distress, facilitate cognitive and behavioral change and foster personal growth.
- **Professionalism** – Thinks carefully about the likely effect on others of one’s words, actions, appearance, and mode of behavior. Selects the words or actions most like to have the desired effect on the individual or group in question. Demonstrates respectful and effective relationships with colleagues and clients and their families.
- **Reasoning and Judgment** – Identifies and defines problems, critically compares options, makes timely decisions or recommendations, identify uncertainties, and use findings to improve outcomes in light of evolving evidence.
- **Risk Management** – Identifies, assesses and manages risk or potential risk, takes quick action when risks are realized to reduce or eliminate any risk to the organization, it’s clients or employees.
- **Thoroughness** – Demonstrates attention to detail and accuracy. Defines and organizes tasks, responsibilities, and priorities. Takes responsibility for timely completion.

Employee Name (please print):

Employee Signature

Date