

Covenant Health

Student Nurse Associate

47-714

revised 04-05-06

Position Summary:

Performs a wide variety of patient care activities and supportive services under the supervision of a registered nurse.

Position Accountabilities and Performance Criteria

1. Follows established hospital and departmental policies and procedures, objectives, quality assurance program and safety standards.
2. Demonstrates competence in performing critical skills (Student Nurse Associate Core Competency checklist) to include appropriate delivery of care according to age-specific needs of the population served.
3. Take and record temperature, pulse, respiration rates, blood pressure, weight, height and intake-output measurements. Documents oxygen saturation if patient is connected to continuous pulse oximetry.
4. Employ all established infection control policies including standard precautions, transmission-based isolation precautions, OSHA standards, safety measures and proper body mechanic in performance of job.
5. Completes designated patient care activities and provides for patient comfort and privacy.
6. Identifies and assists patients that need assistance with nutrition and/or hydration.
7. Empty drains, canisters, urine bags, bedpans and emesis basins and record intake and output.
8. Help to maintain clean and orderly patient and work environment.
9. Revises and updates the plan of care as problems change and/or new problems are identified in collaboration with R.N.
10. Assists RN in obtaining a thorough nursing history on assigned patients.
11. Demonstrates effective therapeutic communication skills.
12. Document/maintain patient record as appropriate.
13. Performs basic dressing changes and is knowledgeable of the fundamentals of sterile technique.
14. Evaluates nursing care actions and patient responses and documents each shift.
15. Observes and responds appropriately to changes and complications in patient conditions. Report significant changes in patient condition to RN.

The above statements are intended to describe the general nature and level of work performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.

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16. Documents treatments and diagnostic tests with results and response. Documents in a clear, concise, accurate and legible manner.
17. Observes assigned post-treatment/operative patients immediately upon return to floor and initiates appropriate nursing actions.
18. Obtains RN signature for review and co-signature all entries.
19. Completes assigned tasks with minimal supervision, but seeks guidance when uncertain how to perform procedure.
20. Communicates suggestions and/or complaints through appropriate channels. Displays cooperation, flexibility and positive behavior to patients and other staff members.
21. Demonstrates ability to effectively perform under stress.
22. Assures responsibility for attendance and participation at required educational programs and meetings.
23. Perform other duties as required.

Position Qualifications

Minimum Education

Student in an accredited nursing education program. Student must have successfully completed fundamental clinical skills portion of the program. (1st semester of clinicals)

Minimum Experience

None required but able to perform as nursing assistant; previous hospital experience preferred. Must be able to operate computer and possess excellent interpersonal skills

Licensure Requirement

None

Physical Requirements

Type F

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Employee's Name:
Review Date:
Supervisor's Name:
Employee's signature:

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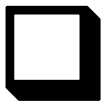
3. Take and record temperature, pulse, respiration rates, blood pressure, weight, height and intake-output measurements. Documents oxygen saturation if patient is connected to continuous pulse oximetry.



4. Employ all established infection control policies including standard precautions, transmission-based isolation precautions, OSHA standards, safety measures and proper body mechanic in performance of job.



5. Completes designated patient care activities and provides for patient comfort and privacy.



6. Identifies and assists patients that need assistance with nutrition and/or hydration.



7. Empty drains, canisters, urine bags, bedpans and emesis basins and record intake and output.



8. Help to maintain clean and orderly patient and work environment.



9. Revises and updates the plan of care as problems change and/or new problems are identified in collaboration with R.N.



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13. Performs basic dressing changes and is knowledgeable of the fundamentals of sterile technique.

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22. Assures responsibility for attendance and participation at required educational programs and meetings.



23. Perform other duties as required.

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Student Nurse Associate Core Competency Checklist

Name: _____ Date _____ Unit: _____

Listed below are the core competencies for Student Nurse Associate. It is expected that you will have competently performed these skills. *All skills are to be observed by a qualified preceptor.* If you are not competent in performing these skills, education will be provided. Document when skill is competently performed, including date and initial of preceptor observing.

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TASK/BEHAVIOR	Understanding confirmed with return demonstration Competency validated by Educator or Preceptor	
	Date:	Signature:

I. Neurological System:		
A. Document observations, interventions and patient's response		
B. Seizure precautions		
II. Cardiovascular System:		
A. Document observations, interventions and patient's response		
B. Peripheral pulses/peripheral circulation, color and warmth		
C. Observes and documents IV/INT site appearance		
III. Respiratory System:		
A. Document observations, interventions and patient's response		
B. Incentive spirometer		
C. Able to maintain airway by holding chin & turning patient to side		
D. Turn, cough and deep breath		
E. Set-up portable & wall unit O ₂ and maintains O ₂ therapy		
F. Documents O ₂ sat if patient is connected to cont pulse oximetry		
G. Collection of sputum		
H. Oral suction		
IV. Gastrointestinal and Genitourinary Systems:		
A. Document observations, interventions and patient's response		
B. Stool specimen collection		
C. Assists patient to bathroom, position urinals/bedpans, and performs perineal care for patients with and without a Foley.		
D. Foley catheter care		
E. Collection of urine specimens:		
1. Routine		
2. Culture and sensitivity		
3. 24-hour urine collections		
V. Integumentary System:		
A. Document observations, interventions and patient's response		
B. Turn patient and positions appropriately		
C. Applies heel/elbow protectors		
D. Utilizes bed cradle, when applicable		
VI. Musculoskeletal System:		
A. Document observations, interventions and patient's response		
B. Performs range of motion exercises		
C. Assists others with transport & lifting, utilizing appropriate lifting equipment		
D. Lifts, turns & positions pts & holds pts for exams utilizing appropriate lifting/transfer equipment & proper body mechanics		
E. Transports patients via w/c, bed or stretcher		
F. Ambulates patient – simple & advanced (with O ₂)		
G. Utilizes lifting/transfer equipment (<i>with advanced training</i>)		
H. Traction set up and maintenance (<i>with advanced training</i>)		
I. Uses adaptive equipment safely:		
1. Walker		
2. Cane		
3. Crutches		
4. Gait Belt		

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Student Nurse Associate Core Competency Checklist

Name: _____ Date _____ Unit: _____

Pg.: 2 of 3

TASK/BEHAVIOR	Understanding confirmed with return demonstration Competency validated by Educator or Preceptor
	Date: _____ Signature: _____

VII. Psycho-Social/Emotional/Cultural/Spiritual Needs:		
A. Document observations, interventions and patient's response		
B. Identifies age appropriate care needs		
C. Refers to appropriate discipline		
D. Inquires about Advance Directives/Living Wills and places on pts medical record, if present.		
E. Maintains suicide precautions		
F. Maintains DNR status per hospital protocol		
G. Organ donation		
VIII. Basic Skills:		
A. Promptly answers call lights and responds to patient requests		
B. Answers telephone, identifying location, name and discipline		
C. Transport & store equipment and supplies		
D. Assists in maintaining a safe environment by ensures all wheelchairs & stretchers are clean & in good working condition.		
E. Reports out of order equipment and completes "out of order" tag		
F. Assumes housekeeping tasks as needed		
G. Assists with admission & discharge of patients		
H. Obtain heights & weights		
I. Obtain weight utilizing bed scale		
J. Obtains V/S (temp, pulse, respiration, B/P) and documents		
K. Uses automated B/P machine		
L. Use automated thermometer		
M. Measures I&O and records		
N. Fills water pitchers		
O. Deliver/pick up meal trays		
P. Assists and feeds patients		
Q. Makes occupied/unoccupied & post-operative beds		
R. Safely operates specialty beds		
S. Performs post mortem care		
IX. Personal Hygiene/Care:		
A. Shower		
B. Bath, complete and partial		
C. Shave		
D. Shampoo		
E. Oral/denture care		
X. Empties, Measures and Records Drainage System:		
A. Ostomy bag		
B. Foley bag		
C. Suction containers (<i>measure and record only</i>)		
XI. Assists With Application of:		
A. Peri-pads		
B. Non-sterile compresses		
C. Ice bags		
D. K-pads		
XII. Other:		
A. Utilizes two patient identifiers prior to patient care activities		
B. Assists in obtaining nursing history		
C. Documents pain observation and non-pharmacological interventions		

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Name: _____ **Date** _____ **Unit:** _____

TASK/BEHAVIOR	Understanding confirmed with return demonstration Competency validated by Educator or Preceptor	
	Date:	Signature:

D. Updates Plan of Care		
E. Obtains and documents blood vital signs after first 5-minutes		
F. Adhere to the isolation Policy & Procedure		
G. Respond to Code Blue, retrieve crash cart & assist CPR		
H. Performs ECG <i>with advanced training only</i>		
I. Performs Phlebotomy <i>with advanced training only</i>		
J. Transcription of orders (<i>if trained & competency demonstrated</i>)		
XIII. Applies and Maintains Restraints Under Supervision of RN:		
A. Document Q 2-hours observations, interventions and patient's response		
B. Vest		
C. Wrist		
D. Ankle		
E. Mitten		
F. Safely secures restraints to mattress support		
XIV. Anti-Embolism Devices:		
A. Knowledgeable/apply anti-embolism stockings		
B. Knowledgeable/apply thrombogards		
C. Knowledgeable/apply plexi-pulse		
XV. Zone Air Surface:		
A. Selects sleep surface using Modes of Operation(foot of bed):		
1. Pressure reducing sleep surface		
2. Pressure heel relief		
3. Selects heel relief 1, 2 or 3, if applicable		
4. Comfort firm or softer		
B. Ensures correct sleep surface is activated every shift and PRN.		
<hr/>		
SNA Signature:	Date:	
Preceptor's Signature:	Date:	
Supervisor's Signature:	Date:	