Student Nurse Technician 4 (SNT-4) Position Description

Application Requirement

- One year clinical experience in a BSN program
- Must hold a current certificate of CNA
- Must have current BCLS-CPR for healthcare providers

Program Overview

- Responsible for providing direct patient centered care in a variety of clinical settings (EC&R, Primary Care, Specialty Care, Procedural Areas, & other areas as assigned)
- Works under the direct supervision of a Registered Nurse as assigned by the Nurse Manager/ Nursing Supervisor or designee
- Clinical Care of the patients correlates to previous clinical experience and competency validation
- At completion of his/her education, training, and graduation, VA employment will end
- Professional growth development, and mentoring

Employment Status

- Assigned to the Nurse Executive Service Line as temporary intermittent
- No health, retirement, shift/holiday differentials, or vacation/sick benefits
- May earn weekend differential (25%)
- May earn overtime (>8 hours per day or > 40hours per week)
- Employment terminates at graduation
- Employment after graduation may not be extended
- Must maintain a passing GPA in Nursing Program. Grades should be turned into your Nurse Manager at the end of each course. In the event you fail a course you need to notify your Nurse Manager immediately.

Scheduling

- Flex Scheduling options are available with approval of the Nurse Manager
- May work up to 40 hours per week-(when student is not taking a full academic load)
- 1 weekend (2 shifts) per month is required
- Minimum requirements are determined by the Nurse Manager
- The SNT-4 should facilitate periodic discussions with the Nurse Manager regarding academic requirements and scheduling needs
- During the summer months you will be expected to work. Half of your hours will be off tours meaning 2nd and 3rd tours of duty.

Assignments

- Will work under direction of accountable RN as assigned by Nurse Manager/Nursing Supervisor
- May share work assignments between 2 accountable RN’s
- Primary role is to assist in an assigned area while gaining nursing exposure and experience
- Assignments will vary with the opportunity for shadowing experiences with an accountable RN as assigned by the Nurse Manager/Nursing Supervisor
- Per assigned area/patient needs, SNT must be willing to flex role (such as special observation) as directed by Nurse Manager/Nursing Supervisor
• May perform special observation/1:1 for suicidal, new Traumatic Brain Injury (TBI), 1K Inpatient Unit, Emergency Department/Urgent Care in addition to other clinical areas

Education

• BSN academic clinical nursing program experience is required
• Competencies will be evaluated in orientation
• May attend TCHP classes with approval of Nursing Education/Nurse Manager. No AA is permitted
• Initial orientation classes will be required
• Prevention of Disruptive Behavior class will be required
• TMS education must be kept current
• Orientation to nursing units to be scheduled with Nurse Manager

Functions/Competencies

Function/Competency Element I

Allied nursing functions are defined as direct and indirect activities related to patient care as appropriately delegated by the accountable RN.

Safely performs the following patient care functions:
  o Measures and documents vital signs in CPRS/ICIP
  o Protects confidentiality of patient information
  o Accurately documents patient information on paper flow sheets as appropriate
  o Provides routine hygienic/activities of daily living care (ADLs) including: bathing, toileting, dressing, ambulation, feeding
  o Turn, cough, deep breathe: incentive spirometry; applies oxygen (cannula/oximeter/mask) under direction of RN
  o Performs actions targeted to the maintenance/restoration of skin integrity
  o Administers a variety of comfort measures including end of life care
  o Transports non-monitored patients
  o Applies and provides routine care for condom catheter
  o Provides routine hygienic care for patients with indwelling catheters and urinary drainage devices
  o Performs CPR
  o Applies hot/cold therapies
  o Monitors tracheotomy secretions and removes external secretions
  o Performs oral suctioning with Yankeur suction device
  o Hourly rounding
  o Adheres to uniform/dress code policy
  o Conducts blood glucose testing
  o Collects patient specimens
  o Demonstrates Safely and accurately performs peripheral lab draws
  o Places and removes peripheral IV catheters
  o Administers enteral feedings and checks for residual
  o Feeds patients on aspiration precautions
  o Performs dressing changes/wound/ostomy cares
  o Performs colostomy/urostomy pouch change
  o Safely performs straight intermittent cath/indwelling catheter placement and removal
  o Discontinue Indwelling foley catheters
  o Demonstrates proper 12 Lead ECG procedure

Function/Competency Element II
**Safety** is defined as adherence to safety guideline in accordance with MVAHCS policy, the safe utilization of equipment, and the reporting of unsafe/unhealthful working conditions or unsafe equipment.

- Recognizes, reports, and takes appropriate action for changes in patient condition including emergencies
- Monitors patients in seclusion/ 1:1 observation using worksheet and assignment sheet
- Employs appropriate lifting/moving/transfer techniques/devices and demonstrates correct use of assistive devices and electronic lifts
- Appropriately uses protective/restraining devices
- Follows seizure precautions as directed
- Utilizes standard precautions and adheres to isolation precautions
- Maintains a safe/clean work environment
- Demonstrates appropriate actions in emergency environmental situations
- Reports unsafe equipment and/or working conditions to appropriate individuals
- Cleans Reusable Medical Equipment (RME) equipment per SOP and manufacturer recommendations
- Completes mandatory safety training/annual reviews
- Utilizes continuum of patient safety interventions

**Function/Competency Element III**

**Interpersonal Communication** is defined as the demonstration of positive people skills in interactions which reflect caring, service orientation, professionalism, understanding, helpfulness and concern toward patients, visitors and other VA employees.

- Delivers care to patients in a respectful and non-judgmental manner
- Maintains patient’s rights to privacy and confidentiality
- Communicates in a courteous and respectful manner
- Uses appropriate channels of communication
- Attends staff meetings as scheduled by Nurse Manager. If unable to attend will read and initial staff meeting minutes.
- Follows verbal and/or written instructions
- Accurately conveys and receives information through either verbal and/or written communication
- Maintains appropriate boundaries with patients, families and VA employees
- Respects all forms of diversity
- Uses organizational channels (including Ethics Committee) to seek personal and ethical conflict resolution
- Participates in the interdisciplinary team care planning and delivery of care process by providing feedback to the accountable RN and interdisciplinary team