



MENTAL HEALTH REGISTERED NURSE

6208

GENERAL DESCRIPTION OF CLASS

The MENTAL HEALTH REGISTERED NURSE has primary responsibility for providing nursing care to mentally ill, developmentally disabled and physically ill patients. They develop nursing care plans, delegate nursing care actions for specific patient needs and provide clinical oversight for ancillary nursing staff. The Mental Health Registered Nurse is responsible to oversee and direct all medical and nursing procedures and the therapeutic environment for patients of a ward, home or unit for a designated shift.

DISTINGUISHING FEATURES

This is a single classification and not part of a series.

DUTIES AND RESPONSIBILITIES

The duties listed below are not inclusive but characteristic of the type and level of work associated with this class. Individual positions may perform all or some combination of the duties listed below as well as other related duties.

1. Preparation of Nursing Care Plan

Assess patient's psychological and physical condition, assess treatment needs, and develop nursing care plan. Carry out therapeutic treatments prescribed by the plan, delegating and assigning appropriate aspects of care to ancillary nursing personnel. Evaluate patient's response to treatment and make changes to treatment, when indicated. Keep written records.

2. Direct Patient Care

Observe and assess patients' physical and mental condition and behavioral changes (e.g., loss of appetite, depression, confusion, combativeness, etc.). Assess medication or food allergies and monitor patients' response and tolerance to medications.

Carry out physicians' orders, verifying that there are no inadvertent errors. Initiate treatments according to nursing standards. Initiate emergency response activities or behavioral interventions, as required.

Assist patients in daily living activities such as bathing, oral care and feeding. Coordinate all patient health services. Monitor and evaluate work of direct care nursing staff, including certified nursing assistants (CNA's), certified medication assistants (CMA's) and licensed practical nurses (LPN's).

3. Medications and Treatment

Verify physicians' orders. Counter sign transcriptions of physicians' orders on Medication Administration Reviews (MARS) and Treatment Administration Reviews (TARS) before carrying out the orders. Monitor the medication and document its effectiveness. Administer injectable medications and oversee or administer topical and oral medications as prescribed. Provide treatments and various therapies and conduct tests to determine the effect of the prescribed treatment or therapy.

Act as team leader during crisis with hands-on decision making responsibility until physician or emergency medical team arrives.

Assess individual's health and security risk status for ability to participate in outings, school, etc. Participate in developing hospice plan, if necessary. Form primary relationship with and provide role modeling for selected patients. Spend time daily or weekly talking with patients individually and in groups. May provide individual counseling, family education and group therapy.

4. Documentation

Keep current and accurate legal written records, including nursing care plans, treatment plans, progress notes, medications, case records of unusual incident reports involving patients.

5. Patient and Staff Education

Educate patients and families about the illness, medical or physical needs and how interventions and medications interrelate with the illness. Teach patients daily living and self-management skills (e.g., communication, anger control, self esteem).

Plan, organize, develop, and evaluate classes or group therapy in areas such as drug and alcohol abuse, human sexuality, and psychiatric rehabilitation.

Monitor and help evaluate student nurses. Conduct in-service training for other staff members on new or specialized medical findings, procedures, or techniques. Train staff to hospice plan.

Participate in interdisciplinary meetings with patients, family members, guardians and other nursing team members to plan scope of treatment for patients

6. Shift Responsibilities

Make patient and direct care staff assignments related to nursing and medical procedures and protocols. Schedule and oversee work to provide quality patient care within scope of nursing practice. Resolve problems with staff when possible or refer to supervisor. Assess LPN's, CMA's and CNA staff performance. Participate in training and orienting new employees.

May participate in ward leadership meetings reviewing and discussing operational procedures designed to maintain, enhance and improve a safe and therapeutic environment. Serve on nursing, program or hospital committees.

RELATIONSHIPS WITH OTHERS

The Mental Health Registered Nurse has contact with patients on a daily basis to provide care, and with patients' families to provide support and answer questions regarding patients' condition and medical procedures. There is daily contact with physicians and nursing management to discuss nursing issues and report changes in patients' conditions, with social workers, psychiatrists, psychologists, therapists and direct care staff to develop individual treatment plans for patients and with support personnel or community vendors to request test results, order supplies, and request special diets.

SUPERVISION RECEIVED

The Mental Health Registered Nurse receives general supervision from a nurse at a higher level on a daily basis. Work is reviewed through observation, review of nursing care plans, reports and conferences. Federal and State laws, hospital accrediting bodies, policies and procedures of the agency and practices of the nursing profession govern Work.

GENERAL INFORMATION

The Mental Health Registered Nurse works in Mental Health hospitals, clinics and health care facilities or community based medically intensive training homes. The employee must maintain a sympathetic and understanding attitude toward mentally ill, developmentally or physically disabled, and physically ill patients. The Mental Health Registered Nurse works with unpredictable, potentially combative, residents who may be dangerous to themselves and others. They lift or move patients and equipment on a regular basis. There is frequent exposure to blood and body fluids. Some positions may be required to work overtime, on-call or rotating schedules or may be deployed to work in other than regularly assigned areas.

KNOWLEDGE AND SKILLS (KS)**Knowledge:**

General knowledge of professional nursing processes, methods, and procedures.
General knowledge of the uses and effects of medications.
General knowledge of health teaching and therapeutic intervention techniques.
General knowledge of patient rights.
General knowledge of theories of human behavior and biophysical, developmental, mental, and emotional health.
General knowledge of operating and monitoring medical equipment.
Basic knowledge of techniques to prevent and manage aggressive behavior.

Skills:

Skill preparing written reports, records of nursing care given, and patient progress notes.
Skill communicating orally and in writing with a variety of people answering questions and explaining information and decisions.
Skill providing professional nursing care to patients.
Skill assessing patients' physical and mental condition through behavioral observation, history taking, and feedback of other staff.
Skill coordinating required patient health care services with other departments.
Skill understanding and following oral and written instructions in exact detail.

Special qualifications:

All employees in this classification must possess a valid Oregon Professional Registered Nurse license.

NOTE: The KNOWLEDGE and SKILLS are required for initial consideration. Some duties performed by positions in this class may require different KS's. No attempt is made to describe every KS required for **all** positions in this class. Additional KS requirements will be explained on the recruiting announcement.

Adopted 11/00

Revised

STATE OF OREGON
 Dept. of Administrative Services
 Human Resource Services Division