

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES ▼  
HUMAN RESOURCES ENTERPRISE

**REGISTERED NURSE**

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**DEFINITION**

Performs professional nursing work in a clinical role in the management of the nursing care of clients within a health care facility; provides clinical leadership of Licensed Practical Nurses and assistive personnel; plans and conducts educational sessions, including classroom and on-site teaching that requires licensure as a registered nurse; reviews medical records of decedents and assists in the duties and responsibilities of the State Medical Examiner's Office; performs related work as required.

**The Work Examples and Competencies listed are for illustrative purposes only and not intended to be the primary basis for position classification decisions.**

**WORK EXAMPLES**

Assesses client's (holistic) health needs; develops a nursing diagnosis; formulates and implements an individualized written nursing care plan including patient/family education, and evaluating/monitoring the ongoing nursing care in compliance with professional standards of quality care.

Performs nursing procedures, including administration of medication and provision of prescribed emergency care.

Collaborates or leads individual and group health teaching and supportive counseling.

Provides in-service education for assistive staff; plans classroom and on-site educational sessions for staff, affiliating students and members of the community.

Participates as a member of the interdisciplinary treatment team.

Documents client's condition and progress; assists clients and their families in planning for discharge and documents discharge plans.

Provides clinical direction and guides the Licensed Practical Nurse and assistive personnel in the provision of client care and nursing procedures including, but not limited to, transcription of doctor's orders and administration of medication.

Obtains information and evidence regarding a death via telephone or death/crime scene. Obtain photographs/videos of the death scene and conduct interviews with family members, friends and witnesses. Attends postmortem examinations and assists forensic pathologists and autopsy technicians.

Participates in peer performance reviews; quality improvement programs; educational experiences of employees, students, and instructors; participates in continuing education to maintain credentials and increase expertise and knowledge in professional clinical nursing.

**COMPETENCIES REQUIRED**

Knowledge of professional nursing theory and practice.

Knowledge of current medications, their actions and uses.

Knowledge of quality standards, procedures, and protocols.

Knowledge of specialized client care applicable to the work situation.

Ability to teach and oversee client care provided by assistive staff.

Ability to provide empathetic assistance to clients in meeting their needs and carrying out prescribed treatments.

Ability to collect data objectively and record information accurately.

Ability to keep own emotions under control and restrain negative behaviors when provoked or when working under conditions of stress.

Ability to work with unpleasant sights, sounds and odors.

Ability to understand and appreciate different and opposing perspectives, to adapt own approach to changing situations and to change or easily accept changes in own organization or job requirements.

Displays high standards of ethical conduct. Exhibits honesty and integrity. Refrains from theft-related, dishonest or unethical behavior.

Works and communicates with internal and external clients and customers to meet their needs in a polite, courteous, and cooperative manner. Committed to quality service.

Displays a high level of initiative, effort and commitment towards completing assignments efficiently. Works with minimal supervision. Demonstrates responsible behavior and attention to detail.

Responds appropriately to supervision. Follows policy and cooperates with supervisors.

Aligns behavior with the needs, priorities and goals of the organization.

Encourages and facilitates cooperation, pride, trust, and group identity. Fosters commitment and team spirit.

Expresses information to individuals or groups effectively, taking into account the audience and nature of the information. Listens to others and responds appropriately.

#### **EDUCATION, EXPERIENCE, AND SPECIAL REQUIREMENTS**

Licensure as Registered Nurse in the State of Iowa by the Iowa Board of Nursing or licensure as a Registered Nurse in accordance with the Nurse Licensure Compact Administrator's Agreement of the National Council of State Boards of Nursing.

#### **NOTE**

More information regarding the Nurse Licensure Compact Administrators agreement of the National Council of State Boards of Nursing is available at: [Nurse Licensure Compact](#).

Review the provisions of the statute that authorized the creation of the Nurse Licensure Compact at: [Chapter 152E, Iowa Code](#).

Effective Date: 6/09 DDF