



GHR Job Description

Position: Psychiatric Nurse

This position description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications which may be required of the employee assigned to the position. Depending on the size of the facility the job duties may vary. Receipt of the job description does not imply nor create a promise of employment, nor an employment contract of any kind; my employment with the Company is at-will.

Position Summary

Nurses care for people who are sick, injured, convalescent or disabled. Under general supervision, they deliver care to patients utilizing the nursing process of assessment, planning, intervention, implementation, and evaluation, in accordance with established philosophy. Nurses collaborate with other professional disciplines to ensure effective patient care delivery and achievement of desired patient outcomes. Nurses effectively interact with patient and significant others, while maintaining the standard of professional nursing. The nature of the direction and supervision required for this position varies by State and job setting. Psychiatric Nurses provide care to mentally ill and emotionally disturbed patients, as part of a team implementing an overall psychiatric program.

Position Responsibilities

Psychiatric Nurses provide direct and individualized nursing care to patients based on the application of scientific nursing principles. In addition to basic nursing care, responsibilities of Psychiatric Nurses include (but are not limited to):

- Completes physical & mental health assessments
- Develops care plans for patients, helping them be as independent as possible
- Administers and monitors treatment regimens
- Administers prescribed medications, making constant adjustments commensurate with a patient's condition under the supervision of qualified medical staff
- Observes and reports behavioral changes
- Maintains control of drugs and medications
- Helps patients improve their coping abilities
- Works with patients' families to help improve the patient's abilities & help them deal with family member's mental illness
- Records all care information concisely, accurately and completely, in a timely manner, in the appropriate format and on the appropriate forms
- Performs other position-related duties as assigned, depending on assignment setting

Depending on setting, may also:

- Direct care provided by licensed practical nurses and nursing aides
- Float among various clinical services, where qualified and competent

Other Responsibilities

- Completes required orientation as directed by facility
- Follows facility and OSHA safety rules and procedures while on assignment

- Follows facility and GHR Unusual Occurrence Protocol
- Respects cultural and religious practices of patients
- Upholds HIPAA regulations
- Punctual and dependent for assigned/confirmed shifts

Position Requirements

- Graduate of an accredited nursing program
- Current nursing license, in good standing with the State licensing board
- Minimum of one (1) year Psychiatric experience
- Federal-, State- and GHR-required credentials current and on file
- Cognitive skills as related to the position

Working Conditions

Psychiatric nurses normally work in hospitals, but can also be based in private clinics or residential homes. Because patients need round-the-clock care, working hours include days, nights, weekends and holidays. The number of patients assigned per shift will vary with the type of facility. The role can be potentially stressful given the high level of care that needs to be given to patients. Nurses spend considerable time walking, bending, stretching and standing; they assist in patient transfers, so a certain level of stamina is required. Nurses must guard against back injury because they may have to assist in patient lifts and transfers; they must follow proper body mechanics and procedures for lifting/moving patients. In addition, the population cared for will contain patients that are confused, delusional, irrational, agitated, or uncooperative.

Physical Demands

- Ability to lift twenty (20) pounds. Moving, lifting or transferring of patients may involve lifting of up to fifty (50) pounds, as well as assist with weights of more than one-hundred (100) pounds.
- Ability to stand for extended periods
- Fine motor skills
- Visual acuity

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to stand and talk or hear. The employee is frequently required to walk; use hands to finger, handle, or feel; and reach forward with hands and arms. The employee is occasionally required to sit and stoop, kneel, or crouch. The employee must frequently lift and/or move up to 20 pounds and occasionally lift or move 50 lbs. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

The overall physical demand rating for a job of the nurse falls within the **Medium** classification (exerting 20 to 50 pounds of force occasionally, and/or 10 to 25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects. Physical Demand requirements are in excess of those for Light Work) according to the Dictionary of Occupational Titles.

*Physical demands as published by the US Department of Labor, 1991 in the Dictionary of Occupational Titles, 4th, Edition. You may contact GHR's Human Resources Department for a comprehensive list of physical demands.