



Emergence Health Network

El Paso Center for Mental Health/Intellectual Disabilities

Registered Nurse

Job Code: RN - 120

Revision Date: November 9, 2022

Starting Salary: \$28.84 hourly; \$59,993 annually

FLSA: Exempt

Overview

We are an agency committed to innovative behavioral health services in trauma-informed care that promote healing and recovery to instill a sense of empowerment and foster a lifelong sense of resilience.

General Description

The purpose of this job is to coordinate and monitor the total nursing care of Emergence Health Network consumers by identifying health needs, recommending necessary follow up, educating consumer and families and providing leadership through working cooperatively in complex situations with other team personnel while maintaining standards of nursing care/practice in the clinical setting. Implement and create center wide medical policies and procedures which pertain to the nursing department, assumes an advisory role for effective management of all assigned units, demonstrates leadership by assuming responsibility and accountability for actions, demonstrates a commitment to professional nursing practice, adheres to the nursing code of ethics, exhibits self-direction, continued learning, and participates in research activities when possible.

This class works under general supervision, independently developing work methods and sequences.

Duties and Responsibilities

The functions listed below are those that represent the majority of the time spent working in this position. Management may assign additional functions related to the type of work of the position as necessary.

- Provides direct care to patients within discipline Scope of Practice and performs functions in accordance with current accepted practice, licensure, certification, credentialing and or granted privileges.
- Obtains medical/mental health history and provides medical/mental health screenings.
- Provides treatment of persons throughout the life span as appropriate to discipline and setting.
- Completes interviews and physical assessments.
- May be expected to respond to and or coordinate response to emergency needs of patients. Must appropriately document patient encounters electronically according to current standards of care using electronic health records.
- Assess, evaluates and monitors the health care needs of patients using data relating to the patient.
- Coordinate and implement discharge plans in conjunction with inter-professional team.

- Conduct follow-ups as appropriate and necessary.
- Monitor/observe for withdrawal complications, possible medication side effects, and emerging symptoms of mental health and medical issues.
- Obtains patients' medical histories and appropriately refers abnormal findings or responses or stated medical problems to the physician and/ or mid-level provider.
- Adheres to professional nursing principals, procedures and techniques for appropriate patient care and take direction from onsite administrative personnel.
- Adheres to medication administration guidelines, understand pharmaceutical agents and their desired effects recognize adverse effects and take appropriate corrective measures as needed.
- Provide patient health education as appropriate.
- Participates as member of inter-professional team to ensure that equipment, supplies and logs are available, correct and updated.
- Ensures all equipment is functional and appropriately maintained according to manufacturer's requirements.
- May serve as clinic coordinator to ensure effective and efficient clinical operations.
- May participate in peer reviews, Quality Improvement/Quality Assurance activities, Infection Control activities, investigations or other clinically significant activities.
- Performs record keeping functions in accordance with program policies and position.
- Maintains functional proficiency and ease of use utilizing electronic health records as required by, and appropriate to, position.
- Completes and passes all discipline specific competencies testing, initially and annually.
- Completes all initial, annual and ad hoc training as required/assigned.
- Maintains patient confidentiality, and confidentiality of medical records, in compliance with the Privacy Act and HIPAA regulations in all work activities.
- Adheres to, and maintains awareness of organizational policies, procedures, directives, and accreditation standards.
- Adheres to, and participates in, organizational Safety, Prevention, Infection and Control, Quality Improvement, Patient Education and other programs and collateral duties as appropriate to position.
- Attends and participates in general/medical staff meetings.
- Adheres to on-call schedule.
- Other duties as assigned.

Minimum Education and Experience Requirements

Requires a Bachelor's degree in Nursing supplemented by two (2) years of clinical practice in a Mental Health specialty; or possession of any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities.

Experience with trauma-informed services; cognitive behavioral therapies, including DBT; and motivational therapies including the use of incentives, preferred.

Required Knowledge and Abilities

Knowledge of trauma-informed theories, principals, and practices (includes multi-faceted understanding of concepts such as community trauma, intergenerational and historical trauma, parallel processes, and universal precautions), preferred.

Physical Demands

Performs light to medium work that involves walking or standing virtually all of the time and also involves exerting between 20 and 50 pounds of force on a regular and recurring basis or skill, adeptness and speed in the

use of the fingers, hands or limbs on repetitive operation of mechanical or electronic office or shop machines or tools within moderate tolerances or limits of accuracy.

Unavoidable Hazards (Work Environment)

- Involves routine and frequent exposure to:
 - Radiation; Disease/pathogens.

Special Certifications and Licenses

- Requires a license to practice as a Registered Nurse in the state of Texas by the Board of Nurse Examiners or equivalent from a Nurse Licensure Compact (NLC).
- Must be able to be credentialed as a QMHP in the timeframe designated by EHN.
- Must possess and maintain a valid state Driver's License with an acceptable driving record.
- Must be able to pass a TB, criminal background and drug screen.

Americans with Disabilities Act Compliance (ADA)

Emergence Health Network is an Equal Opportunity Employer. ADA requires Emergence Health Network to provide reasonable accommodations to qualified persons with disabilities. Prospective and current employees are encouraged to discuss ADA accommodations with management.

Other Job Characteristics

- Staffing requirements, including criteria that staff have diverse disciplinary backgrounds, have necessary State required license and accreditation, and are culturally and linguistically trained to serve the needs of the clinic's patient population.
- Credentialed, certified, and licensed professionals with adequate training in person-centered, family centered, trauma informed, culturally-competent and recovery-oriented care.

Note: This Class Description does not constitute an employment agreement between the Emergence Health Network and an employee and is subject to change by the Emergence Health Network as its needs change.