**Position:** Hospital Staff Nurse II – Per Diem  
**Salary Range:** $49.57 hourly; $3,965.60 bi-weekly.

Kern Medical strives to recruit the highest quality candidates, resulting in a high performance workforce that consistently delivers quality patient care.

- Per Diem employees supplement department staffing needs, with no guarantee of minimum hours.  
- Per Diem minimum scheduling expectation is one (1) shift per four week schedule.

**Job Description**

Under general supervision, performs the nursing process through assessment, planning, implementation and evaluation of safe, therapeutic care for patients.

**DISTINGUISHING CHARACTERISTICS:**

The Hospital Staff Nurse II is the advanced level in the Hospital Staff Nurse – PreLicensed/I/II flexible classification series and includes Hospital Staff Nurses in correctional medicine assignments. Hospital Staff Nurse II is the third level in the Hospital Staff Nurse -Pre-Licensed I/II flexible classification series. It is designed for the licensed Registered Nurse who experience to at an advanced level of nursing practice. Hospital Staff Nurse II is distinguished from Hospital Staff Nurse I by its level of knowledge and skill required including the degree of difficulty of work and performance with minimum supervision. The emphasis on essential functions performed may vary according to assignment. All nursing clinical practice shall be evaluated and governed through the Chief Nursing Officer and/or their Registered Nurse designee.

**Essential Functions:**

- Collects and documents data about patients commonly seen on the unit according to prescribed methods.  
- Interprets assessment data to determine whether patient has physiological and/or psycho social risk factors; records and reports assessment data.  
- Develops and contributes to a plan of nursing action based on existing and potential patient problems and observable patient responses; incorporates the medical plan of care.  
- Uses combination of education and experience to provide a range of options for nursing actions; makes appropriate nursing decisions based on the assessment of the patient and interpretation of clinical data.
Establishes nursing diagnoses and initiates appropriate interventions; uses appropriate resources to formulate a written plan of care;
Evaluates the effectiveness of nursing intervention and revises patient care plans as necessary.
Implements therapeutic care for patients responding to the needs due to multisystem disease or complications of treatment; work with physician in setting priorities for care of patients.
Anticipates patient care problems and responds to changes on the unit by prioritizing for emergencies, changes in patient status and unusual occurrences.
Performs and documents the nursing process consistent with scientific principle and hospital policy as required by patient assignment.
Implements the medical and nursing care plans and coordinates patient care activities with nurses, physicians and allied health professionals.
Performs tasks described in the unit specific components of nursing practice for the unit to which assigned.
Assesses patient/family level of understanding and develops teaching methods and plans accordingly; follows through on teaching plans developed to instruct patients and their family members regarding; testing, procedures and disease process; knowledge and skills essential to coping with illness, and promotion of optimum health.
Observes and addresses the stressful situations experienced by patients/families and assists them in dealing with illness and hospitalization.
Coordinates and participates in patient care rounds and conferences.
Performs quality assurance monitoring; analyzes results of monitoring activities; participates in designing plan of improvement for identified problems.
May assist with training staff members and orienting new staff; works collaboratively with clinicians to manage patient care.
Completes all competencies, mandatory classes and educational coursework as required by the hospital.
Demonstrates clinical knowledge and skill in the care of populations served by Kern Medical facilities.
Performs other job related duties as assigned.

Employment Standards:

**Level II:** Graduation from an accredited registered nursing program, possess and maintain valid and unrestricted license issued by the State of California to practice as a Registered Nurse, AND three (3) years of nursing experience;

**OR**

Graduation from an accredited registered nursing program, possession of a temporary license issued by the State of California to practice as a Registered Nurse AND three (3) years of nursing experience.

Employees must maintain all health requirements designated by Kern Medical Center.

Possess and maintain a current American Heart Association Healthcare Provider Basic Life Support (BLS) card.
Depending on assignment incumbents may be required to possess and maintain specific certificates of competency as a condition of employment.

**Knowledge of:** Advanced theory, techniques and practices of nursing; medical terminology, instruments and equipment; the uses and effects of medicines and narcotics.

**Ability to:** Follow oral and written instruction; maintain concise and complete records; demonstrating advanced practical and theoretical knowledge of nursing care specific to the assigned work area/specialty; meet the content and performance criteria specific to each defined specialty, including the nursing process, leadership/professional development, inclusive of staff training and mentoring, and unit operation; demonstration of standard techniques of record maintenance and report writing; using computers and related software applications; keyboarding and using standard office equipment; follow oral and written instruction; communicate both orally and in writing sufficient to exchange or convey information and to receive work direction; prepare and maintain concise and comprehensive required records and reports; establish and maintain effective working relationships with staff, other hospital employees, patients and their families; dependent upon area of practice or department assignments, demonstrates clinical knowledge and skill in the care of populations served by Kern Medical Center facilities.

A background check will be conducted for this classification.