



Care Staffing Professionals Job Description

Position: Registered Nurse – Corrections

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

Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) 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. RNs/LPNs collaborate with other professional disciplines to ensure effective patient care delivery and achievement of desired patient outcomes. RNs/LPNs effectively interact with patients, while maintaining the standard of professional nursing. The nature of the direction and supervision required for this position varies by State and job setting.

Corrections Nurses provide care to inmate patients to promote & improve their overall health utilizing the nursing process in triage, professional training and various resources in accordance with regulatory agencies and established guidelines. The inmate patient population generally has not had consistent access to healthcare prior to their incarceration. This provides an opportunity for nurses to see and care for an interesting variety of health concerns from minor ailments to major and atypical conditions.

Position Responsibilities

Corrections Nurses provide direct and individualized nursing care to the correctional-facility based on the application of scientific nursing principles. In addition to general nursing care, responsibilities of Corrections Nurses include (but are not limited to):

- Collaborates with primary care providers and other health care providers to ensure continuity, timeliness and appropriateness of care to inmate patients
- Coordinates and/or administers medication, therapeutic agents, treatments, to inmate patients
- Assists physicians with medical treatments
- Administers prescribed medication
- Applies surgical dressings & bandages
- Provides emergency first aid care

- Checks & records vital signs
- Obtains specimens from inmate patients for diagnostic testing
- Reports reactions to treatments and medications, as well as changes in the inmates' emotional or physical condition
- Provides inmate patient education and/or discharge planning
- Records all care information concisely, accurately and completely, in a timely manner, in the appropriate format and on the appropriate forms
- Promotes a therapeutic environment to ensure inmates are treated in a professional, ethical and tactful manner
- Performs other position-related duties as assigned, depending on assignment setting

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

Those who do well in this field have excellent critical thinking and assessment skills, are able to make decisions independently and have solid interpersonal skills. They also have to be assertive, empathetic and able to provide care objectively when serving this special population.

Working Conditions

Because inmate patients need round-the-clock care, working hours include days, nights, weekends and holidays. The number of inmate patients assigned per shift will vary with facility and specialty, if applicable. RN/LPNs spend considerable time walking, bending, stretching and standing; they must follow proper body mechanics and procedures for lifting/moving patients. Corrections Nurses may face hazards from exposure to chemicals and infectious diseases. In addition, nurses in this position must have and maintain sufficient strength, agility and endurance to perform during physical, mental, and emotional situations encountered on the job without compromising their health and well-being.

In a correctional environment, all staff receives specific training in the areas of security and correctional procedures and there are many security measures in place. Nurses working in correctional facilities must accept that the fundamental mission of a correctional facility is first and foremost public safety and security. While the delivery of healthcare is an important component of the institutional program, it is not the primary reason that the facility exists.

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 RN 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 Care Staffing Professionals' Human Resources Department for a comprehensive list of physical demands.

Signature: _____

Print Name: _____

Date: _____