



Presbyterian Nursing Extern Program Application

Presbyterian nurse extern program provides students who are currently enrolled in a BSN program, and have completed at least their J-1 semester (classified as J-2), or ASN program within one year of graduation, an opportunity to practice nursing skills and learn new procedures under the supervision of a RN preceptor.

Please complete this form and submit your transcript, (with 2.5 required GPA), letter of reference from clinical instructor, and resume. Return to Nancy Whitson, Nurse Recruiter, Presbyterian Healthcare Services, PO Box 26666, Albuquerque, NM 87125-6666, e-mail – nwhitson@phs.org , 923-8582

Candidate Information

SS # _____

Name: _____ E-mail _____

Home Phone: _____ Alternate Phone # _____

Mailing Address _____

Nursing Program: _____ Anticipated Graduation Date: _____

Are you currently employed with PHS ? _____ Have you previously been employed with PHS? _____ Have you ever been convicted of a felony? _____

Candidate Profile

- Are you considering Presbyterian Healthcare Services as a prospective employer upon graduation? _____
- Please indicate areas of interest (departments) for the Nurse Extern Program:
1. _____ 2. _____ 3. _____
- Do you prefer full time or part time employment for the Nurse Extern Program:
 Full-time Part-time
- Approximate # of hours per week _____
- What shifts would you consider _____
- Why did you choose nursing as a career _____
- What strengths do you bring to the nursing profession?

- Please provide a brief description of your short-term nursing goals upon graduation:

Signature _____ Date _____

Job Profile

Position Title: **Nursing Extern** Job Code: **419**
Customer Focus: **Healthcare Delivery & Education** Cluster/Range: **33**
Status: **Non-Exempt**

Summary of Major Duties: Assist in implementing direct daily care of patients under the direct supervision of a Registered Nurse.

Supervised by: Department Director Nursing, Nursing Coordinator, Permanent Charge Nurse

Supervision Exercised: None

(Individual) Behavior-Based Competencies (HOW)

Organizational Behaviors:

Continuous Learning; **A**ccountability; **R**espect & Respond; **E**nvironment of Health; **S**uperior Outcomes

Organizational Competencies:

- Educating Customers & Transferring Knowledge
- Diagnosing & Resolving Problems
- Anticipating & Addressing Customer Needs
- Functioning as an Effective Team Member
- Acquiring & Applying Superior Skills to achieve Quality Outcomes
- Responding to a Changing Circumstance

Customer Specific Competencies:

- Providing Comfort To Another in Emotional/Physical Pain
- Responding To A Crisis
- Providing A Continuum Of Care Approach

(Individual) Skill-Based Competencies (WHAT)

Skills: Must be currently enrolled in a State approved Program of Nursing. Must be eligible for graduation within one year of an ADN program, or be classified as a J-II in a BSN program. Receives on-the-job training prior to performing primary functions. Candidates who have graduated from an accredited program may remain in this role for up to one year from graduation at Department Directors discretion.

Knowledge: Requires detailed knowledge of specific procedures in terms of **what** and **how** work is to be done as well as **why** it is done, this level includes interpretation of data. This staff member must demonstrate knowledge of the principles of growth and development over the life span of patients served.

Abilities:

Mental Power: Ability to make routine decisions that usually have a limited number of solutions.

Mental Power: Ability to exercise judgment in **selection of the order** of work assignments to meet clearly established schedules. Unusual cases or schedule changes are often referred to the clinical supervisor for resolution.

Physical Power: Walks, sits, stands in place, arm/wrist/hand movement, lifts.

(Team) Results-based Competencies (How + What)

The results-based competencies will be consistent with meeting and/or exceeding the goals and objectives of your departmental/organizational plan. These objectives will consist of the following measurement categories.

Category:

Example:

- Service Quality Indicator: Customer Satisfaction / Service Quality
- Clinical/Technical/Business Quality Indicator: Technical Quality
- Economic Indicator: Productivity, Cycle Time and Reducing Rework/Waste

(Note: Refer to the Team Results established within your area/cost center for the specific objectives/ targets for your team.)

Summary of Primary Functions

Documentation of Patient Vital Signs

Documentation of Intake and Output

Perform Physical Assessment and apply physical data collection to patient diagnosis or Disease State

Participate in patient plan of care

Demonstrate Critical Thinking skills

Implement NON drug treatment orders, however begin to verbalize pharmacological applications of patient medications

Perform treatment orders appropriate to area of study, such as:

1. Discontinuing Peripheral IV Catheters
2. Performing deep endotracheal suctioning
3. Insert and discontinue GI tubes (to include weighted and non-weighted)
4. Remove sutures/staples and apply steri strips
5. Lab venipuncture
6. On unit specimen testing (blood, emesis, stool, urine, oximetry, EKG, etc)
7. Irrigation of routine tubes (NG, gastrostomy, Foleys, suprapubics, etc)
8. Ostomy care (exception: immediate post op care)

Performs wound care and dressing changes

Prepares patients for surgery

Assists with sterile procedures

Administers oxygen therapy under the direction of a licensed nurse

Operates patient monitoring systems to unit needs, such as cardiac and fetal heart monitoring

Uses electronic documentation system at the skill level commensurate with the responsibilities identified in this description

Upon completion of competencies, performs additional unit specific task upon delegation by and under the direct supervision of a Registered Nurse.

Performs other functions as required

Developmental Plan

Attend annual and/or other required In-services as follows:

1. *Age Specific Training (care giving, treatment, and assessments specific to the age of populations served.)
2. Safety Training (Applicable to every staff member)
3. **Bloodborne Pathogen Training
4. ***Infection Control Training
5. ***T.B. precautions for healthcare workers
6. Other, i.e., CPR Training, etc.
 - (*) Training is applicable to all staff who have regular contact with distinct patient populations i.e. Nursing & all clinical/ancillary areas.
 - (**) Training is applicable to all staff who have the potential of coming into contact with blood or other bodily fluids.
 - (***) Training is applicable to all staff in direct patient care including care for patients environment.


Employee Signature

Date

Supervisor Signature

Date

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

 PRESBYTERIAN
 NURSE EXTERN CLINICAL REFERENCE
 INSTRUCTOR'S EVALUATION

Date: _____
 Clinical Instructor Name and Signature _____

Student's Name (Please Print) _____

Student's Signature _____

Please rate the above named student in:

Levels of proficiency

0 = No experience – Never performed this task or skill

1 = Limited experience – Performed this task or skill infrequently, needing practice

2 = Experienced + competent – performed this task or skill frequently and proficiently

Levels

	0	1	2
Ability to work independently			
Demonstrated prioritization			
Shows readiness to be independent in seeking information to increase knowledge base			
Adaptability to change			
Ability to be flexible			
Demonstrated ability to work in teams			
Ability to think through stressful situations			

If you were a Department Director would you hire Yes _____ No _____

Exhibits qualities of Leading, Caring and Responding? Yes _____ No _____

Examples (Optional):

What strengths would he/she bring to PHS? _____

What areas need more development? _____

Thank you for your evaluation and for giving PHS the opportunity to work with nursing students from your program

RETURN TO:

PRESBYTERIAN HEALTHCARE SERVICES
 ATTENTION: NANCY WHITSON, NURSE RECRUITER
 PO BOX 26666, ALBUQUERQUE, NM 87125-6666

e-mail: nwhitson@phs.org, phone: 505-923-8582