

Overview

Overview

Inactive	No
Effective Date	11/09/2021
Date of Last Change	10/21/2021 12:38:54.975 PM
Job Profile Name	LPN Inpatient
Job Code	25502
Include Job Code in Name	Yes
Job Profile Summary	The Licensed Practical Nurse (LPN) provides professional nursing care for patients of all ages. Functions in a structured care setting and adheres to the policies and procedures established by Sanford.
Job Description	Collaborates with other inter-professional colleagues, including physicians, to plan, implement and evaluate care. Demonstrates knowledge of nursing principles for the patient in the relevant clinical setting and possess the ability to perform testing to assess data reflective of the patient's status and to interpret appropriately the information needed to identify each patient's requirements relative to the age-specific needs, and to provide the care needed. Knowledge of the principles and skills needed for nursing to provide patient care and treatment. Knowledge of medications and their effects on patients. Functions within the scope and standards of nursing practice as outlined in the Nurse Practice Act and Administrative Rules in state of practice and licensure. The Sanford Professional Nursing Practice recognizes the Scope and Standards of Practice and the Code of Ethics for Nurses with Interpretive Statements as published by the American Nurses Association as the foundation of nursing care delivery and professional conduct.
Additional Job Description	Graduate from an accredited practical nursing program as a Licensed Practical Nurse. If position requires IV therapy/management skills, the following is required in North Dakota: graduation from a Board approved AASPN program where IV therapy is part of the curriculum or completion of an IV Therapy course approved by the North Dakota Board of Nursing.
	Currently holds an unencumbered Licensed Practical Nurse (LPN) license with State Nursing board and/or possess multi-state licensure privileges. Obtains and subsequently maintains required department specific competencies and certifications. Completes required annual continuing education units (CEU) and competency training requirements of the department and facility.
Job Title Default	LPN Inpatient
Restrict to Country	
Management Level	Individual Contributor
Job Level	LPN
Job Family	Licensed Practical Nursing
Job Category	
Job Classifications	3A - Technicians - Medical (United States - EEO-United States of America)
Work Shift Required	No
Public Job	Yes
Referral Payment Plan	

Characteristics

Difficulty to Fill
Critical Job No

Compensation

Compensation Grade N105.5
Compensation Grade Profile
Impacted Eligibility Rules 9.12.21 Market/Equity Adjustments

Qualifications

Certifications

Certification

Required	Country	Certification (Predefined)	Certification (Not Predefined)	Issuer (Not Predefined)
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Competencies

Competencies

Required	Competency	Target Rating
Yes	Clinical Delegation	
Yes	Clinical Performance Management	
Yes	Communication	
Yes	Medical Equipment	
Yes	Medication Administration and Prescription	
Yes	Patient and Care Giver Education	
Yes	Patient Chart Reading and Interpretation	
Yes	Service Excellence	
Yes	Teamwork	

Competencies from Other Sources

Required	Competency	Target Rating	Source	Source Type
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Education

Education

Required	Degree	Field of Study
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Languages

Languages

Required	Language	Ability	Proficiency
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Responsibilities

Responsibilities

Required	Responsibility
Yes	Adheres to legal regulations and organizational policies when discussing patient health information.
Yes	Communicate relevant information with patients and health team members to ensure quality and continuity of care.
Yes	Establishes and maintains productive working relationships within and outside of own area.
Yes	Implement interventions that are assigned, ordered or prescribed by licensed practitioner or registered nurse.
Yes	Observe patients, document and report changes in patient condition, such as adverse reactions to medication or treatment, and take any necessary action.
Yes	Participate and be part of a healthcare team to conduct focused nursing assessments and contribute to the plan of care.
Yes	Participate in health teaching developed by a licensed practitioner or registered nurse.
Yes	Promote a safe and therapeutic environment by providing appropriate monitoring and surveillance of the care environment.
Yes	Responsible for promoting a safe environment for patients, families, staff, residents, and visitors and working collaboratively with the multi-disciplinary health care team to provide the best outcomes for patients.
Yes	Work in building where patient care is provided?: Yes.
Yes	Provide patient care?: Yes.
Yes	Be required to check patient identification bands?: Yes.
Yes	Be required to take Basic Life Support (BLS/CPR): Yes.
Yes	Handle laundry contaminated with blood or other potentially infectious materials?: Yes.
Yes	Potentially comes in contact with cytotoxic (hazardous) drugs which includes any of the following:: Yes.
Yes	· Unpacking, storage or disposal of cytotoxic drugs: Yes. Department duties may vary based on patient population.
Yes	· Preparation or administration of cytotoxic drugs: Yes. Department duties may vary based on patient population.
Yes	· Interaction with patients for any reason: Yes. Department duties may vary based on patient population.
Yes	Potentially be exposed to blood, body fluids, or other biohazards, which includes any of the following:: Yes.
Yes	· Housekeeping tasks in patient and lab areas: Yes.
Yes	· Trained and responsible for rendering first aid: Yes.
Yes	· Clean, repair, or replace patient equipment: Yes.

Required	Responsibility
Yes	· Clean blood spills: Yes.
Yes	· Handle or dispose of contaminated sharps: Yes.
Yes	· Handle specimens of infectious materials: Yes.
Yes	· Handle regulated waste: Yes.
Yes	Have primary duties that include driving a vehicle, Sanford owned or personal, to perform Sanford business. If yes, please categorize. (Refer to Appendix C on page 8 of the Driver Classification Policy):: No.
Yes	· Category I: No.
Yes	· Category II: No.
Yes	· Category III: No.
Yes	Lift - Carry: Frequent (34 - 66%). Frequent 10 lbs., occasionally 35 lbs.
Yes	Lift: Frequent (34 - 66%). Frequent 10 lbs., occasionally 20 – 50 lbs., rarely 100 lbs.
Yes	Push - Pull: Frequent (34 - 66%). Frequent 10 lbs., occasionally 35 lbs.
Yes	Hand Grip: Frequent (34 - 66%). Grasping, grip up to 20 lbs.
Yes	Pinch Grip: Frequent (34 - 66%). Pinch up to 5 lbs. to perform duties.
Yes	Hand Coordination: Continuous (67 - 100%). Hand coordination for computer tasks, writing, and clinical tasks/procedures.
Yes	Sit: Continuous (67 - 100%). 25 minutes hours at a time up to two hours during the day.
Yes	Stand/Walk: Continuous (67 - 100%). Walk: 25 minutes at a time, up to four to six hours during the day. Stand: one hour at a time, up to three hours during the day.
Yes	Bend - Reach: Frequent (34 - 66%). Above shoulder level.
Yes	Low Level Activity: Occasional (1 - 33%).
Yes	Elevated Activity: Occasional (1 - 33%). Reach above shoulder level.
Yes	Climb: Occasional (1 - 33%). Climb steps, step stools available when needed.
Yes	Atmospheric: Occasional (1 - 33%). Works primarily in well-ventilated area.
Yes	Balance: Occasional (1 - 33%).
Yes	Concentration (Ability to concentrate on work tasks amidst distractions): Continuous (67 - 100%). Contributes to the assessment of health status of patients by collecting basic objective and subjective data from observations, exams, interviews and written records; recording and reporting the data; assisting in the validating, refining and modifying the data. Bases the scope and depth of assessment on the patient's immediate condition or need. Contributes to establishing nursing diagnoses that identify the needs of the patient by identifying signs and symptoms of deviations from normal health status; identifying overt learning needs.
Yes	Exposure to Noise: Frequent (34 - 66%). Noise level is usual moderate.
Yes	Hearing (Ability to actively listen; oral comprehension, to perceive and react to sonic communication or noise e.g. to

Required	Responsibility
	receive instruction, to communicate via radio, cell phone, or telephone): Continuous (67 - 100%). Aspects of patient care including, but not limited to: patient assessment and education, medical equipment, procedure sounds of department, patient visual and audio systems.
Yes	Machinery: Occasional (1 - 33%).
Yes	Other (Unique aspects of work environment): Occasional (1 - 33%).
Yes	Self-Control: Continuous (67 - 100%). Must be able to display control and confidence even under stress or amidst distractions. Must exert self-control at all times when dealing with patients, family members, physicians, students and coworkers.
Yes	Smell (Ability to sense odors, to make an assessment/judgement of a situation e.g. smell for dangerous gases, smoke, fires, spoiled food, vapors, dampness, waste, decomposing): Occasional (1 - 33%).
Yes	Speech (Ability to orally communicate information and ideas verbally so others will understand e.g. to verbally engage with customer base, to give instruction, to advise, to warn or to instruct): Continuous (67 - 100%). Must be able to converse with patients, family members, doctors, subordinates, and peers across the lifespan, give a verbal/taped report, talk on the telephone and intercom.
Yes	Stress (Exposed to stressful situations): Frequent (34 - 66%). Must be able to effectively deal with concerns of upset patients or other staff.
Yes	Temperature Change: Occasional (1 - 33%). 100% indoor, 95% temperature regulated.
Yes	Vision (Ability to distinguish objects e.g. to work safely in open areas with obstacles, to operate vehicles, machinery or equipment, avoid stationary objects, deduce space and apply spatial reasoning): Continuous (67 - 100%). Communicates with staff and patients on phone or in person. Responds to patient's concerns and questions.

Training

Training

Required	Training	Training Type	Description
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Work Experience

Work Experience

Required	Work Experience	Experience Level
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Equivalence Rule

Equivalence Rule

Equivalence Rule	Derived Logic
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Pay

Pay Rate Type

Pay Rate Types

Country	Pay Rate Type
United States of America	Hourly

Job Exempt

Job Exempt

Country / Country Region	Job Exempt
United States of America	No

Workers' Compensation Code

Worker's Compensation Codes

Workers' Compensation Code	Country	Country Region	Location
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