



BOB RILEY  
GOVERNOR

State of Alabama  
DEPARTMENT OF MENTAL HEALTH  
AND MENTAL RETARDATION

Bryce Hospital  
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JOHN HOUSTON  
COMMISSIONER

CHARLES R. CUTTS  
HOSPITAL DIRECTOR

**ANNOUNCEMENT OF INTENT TO FILL A NON-MERIT SYSTEM POSITION  
AN EQUAL OPPORTUNITY EMPLOYER**

**JOB TITLE:** Registered Nurse I

**NUMBER:** 0841

**JOB CODE:** N2500

**DATE:** July 1, 2008

**JOB LOCATION:** Bryce Hospital  
Tuscaloosa, Alabama

**POSITION NO.:** 8802060  
8800927

**SALARY RANGE:** 73 (\$41,872.80 - \$54,768.00 Annually)  
(Plus \$2.00 Per Hour Shift Differential for Evening & Night Work)

**QUALIFICATIONS:** Graduation from an accredited school of nursing or graduation from an accredited four-year college or university with a degree in Nursing.

**SPECIAL REQUIREMENTS:** Possession of a certificate to practice nursing as issued by the Alabama Board of Nursing.

**KIND OF WORK:** This is a professional nursing position at a state mental health facility specializing in the care and treatment of adolescent, adults and elderly mentally ill patients. A registered nurse in this position is responsible for the delivery of patient care through the nursing process of assessment, diagnosing, planning, implementation, and evaluation. Responsible for directing and coordinating all nursing care for assigned patients based on established clinical nursing practice standards. Collaborates with other professional disciplines to ensure effective and efficient patient care delivery and the achievement of desired patient outcomes. Serves in the charge nurse role as needed. Supports the organization vision and mission. Utilizes knowledge of patient's age and cultural diversity into the provision of patient care. Contributes to the provision of quality nursing care through quality enhancement techniques that demonstrate positive outcomes in patient care. A person in this position will assess patient, document, and communicate with staff. Follows facility policies and procedures when implementing seclusion/restraints. As a member of the treatment team, participates in the processes of master treatment planning and weekly treatment team review. Shift supervisor, insures that sufficient staff is available. Observes patients by following oral and written instructions such as doctor's orders, treatment team recommendations and facility directives. Under the supervision of the shift/supervisor, review and /or complete performances appraisals of subordinates. Admits patient to the hospital in a professional manner. Work overtime assignments as determined in order to provide

adequate care. Maintains shift reports in a manner to enhance communication between/within the shift. Practices in accordance with established nursing principles. Administers scheduled and PRN medications. Utilizes standard precautions in day-to day nursing practice. Operates computer. Teaches/trains staff on facility policy and procedures using oral and written instructions in order to ensure optimal level of job performance. Insures patient confidentiality and security. Functions as campus coordinator as needed.

**REQUIRED KNOWLEDGES, SKILLS, and ABILITIES:** Ability to communicate effectively orally and in writing. Knowledge, skills and ability to recognize medical and psychiatric emergencies. Ability to interact with various types of people; patients, peers, subordinated, supervisors, public, ect., in delicate, frustrating or tense situations. Ability to make independent decisions, to take charge, to take moderate risks in situation not covered by existing procedure. Ability to provide care utilizing nursing process, standards of care and nursing plan of care. Ability to supervise the work of others to delegate, instruct, discipline, commend, and interview as needed to evaluate staff performance, ensure completion of tasks as scheduled, assign work load, address complaints and orient new employees. Ability to evaluate effectiveness of treatment/training programs and establish priorities. Ability to operate medical equipment. Ability to provide education to patients.

**METHOD OF SELECTION:** Applicants will be rated on the basis of an evaluation of their job related training, abilities, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as above mentioned. All relevant information is subject to verification. Drug screening is required. Security clearances will be conducted on prospective applicants being given serious consideration for employment whose job requires direct contact with patients.

**HOW TO APPLY:** Use an "Application For Professional Employment" (Exempt Classification) which may be obtained from this office. Applications should be returned to the Bryce Hospital, Personnel Department, 200 University Boulevard, Tuscaloosa, Alabama 35401 by UNTIL FILLED in order to be considered for this position. Indicate your Alabama nursing licensure number on your application as directed. Current nursing licensure must be presented for inspection at time of interview. **An official copy of your academic transcript from the university or college from which you received your nursing degree is required and must be forwarded by the college or university to the personnel department at the above address.**

***“Only work experience detailed on the application form will be considered. Additional sheets if needed, should be in the same format as the application. Resumes will not be accepted in lieu of an official application.”***