

Minneapolis VA Medical Center  
Nursing Services  
May 2007

**Student Nurse Technician 3 (SNT-3) Position Description**  
**(for students enrolled in an BSN program who have not had a clinical nursing experience)**

The **Student Nurse Technician 3 (SNT-3)** is responsible for providing direct patient centered observation. S/he works under the direct supervision of the Register Nurse. Clinical care of the patients is limited to previous educational experience. The SNT-3 is not required to have completed any clinical training, but must be actively enrolled in a baccalaureate nursing program. After completing one year of clinical training in a school of nursing, s/he may become an SNT-4. At completion of his/her education, training and graduation, VA employment will end.

The SNT-3 position (defined as temporary intermittent) does not offer health coverage, vacation, sick pay, holiday pay, or shift differential. However, the SNT-3 may earn weekend differential and overtime. Flexible self-scheduling options are available. SNT-3 may work up to 40 hours per week, with no minimum requirement. The SNT program manager reserves the final authority to make scheduling changes based on facility needs.

The SNT-3's primary responsibility is to "sit" with patients (specials) who have been designated by the nursing staff to be in need of continuous observation. The SNT-3 will not be responsible for sitting with patients who are on suicide precautions or patients on 4J. Additional duties may be added as competency in the skill/activity is validated by a Nursing Instructor, Nurse Manager, and /or Registered Nurse to assure that performance is satisfactory. The level of assignment is based upon documented competency as identified on the orientation skill inventory. The competency validation tool will be utilized by the Staffing Supervisor and/or Nurse Manager to assess maintenance of and development of competency level. SNT-3 assignments are coordinated by the SNT program manager.

## Functions/Competencies

**Allied nursing functions** are defined as direct and indirect activities related to patient care as appropriately assigned by the RN.

- Adheres to VA and nursing policies.
- Uses information management technologies
  - Accurately documents information
  - Protects confidentiality of patient information
- Provides patient information to the RN for inclusion in the patient's plan of care
- Provides patient health education as directed by the RN
- Completes assignment, reports to supervising RN when assignment has been completed or when unable to complete activities
- Safely performs the following functions:
  - Assists with hygienic/activities of daily living care under the supervision of the RN
  - Performs CPR
- Assists with care to patients on Special Observation under the direction of the RN
- Performs duties recognizing issues of cultural diversity and stages of development

## Function/Competency Element I

**Safety** is defined as adherence to safety guidelines in accordance with MVAMC policy, the safe utilization of equipment, and the reporting of unsafe/unhealthful working conditions or unsafe equipment.

- Recognizes, reports, and takes appropriate action for changes in patient condition including emergencies.
- Utilizes standard precautions and adheres to isolation precautions.
- Maintains a safe/clean work environment
- Demonstrates appropriate action in emergency environmental situations
- Utilizes equipment in a safe manner
- Reports unsafe equipment and/or working conditions to appropriate individuals
- Completes mandatory safety training/annual reviews
- Utilizes continuum of patient safety interventions.

## Function/Competency Element II

**Interpersonal Communication** is defined as the demonstration of positive people skills in interactions which reflect caring, service orientation, professionalism, understanding, helpfulness, and concern toward patients, visitors, and other VA employees.

- Delivers care to patients in a respectful and non-judgmental manner
- Maintains patient's right to privacy and confidentiality
- Communicates in a courteous and respectful manner
- Uses appropriate channels of communication
- Attends unit-based staff meetings
- Follows verbal and/or written instructions

- Accurately conveys and receives information through either verbal and /or written communication
- Maintains appropriate boundaries with patients, families, and VA employees
- Respects all forms of diversity
- Uses organizational channels (including Ethics Committee) to seek personal and ethical conflict resolution
- Adheres to policy on uniform/dress code

## SNT-3 Guide for Nurse Manager

### Position Description

The Position Description is distributed to the applicant before their employment.

### Employments Status

- Temporary intermittent
- No health, retirement, or vacation benefits
- The SNT-3 has **not** had a clinical rotation, but must be actively enrolled in a nursing program.
- Employment terminates at graduation
- Employment may be extended briefly at the request of the Nurse Manager (need to submit 52 to HR)

### Scheduling

- **SNT-3's do not** count as nursing assistant man-hours
- Self-scheduling on a first come, first serve basis to fill needs.
- Number of SNT-3 's and SNT- 4 + NAs/ shift determined by SNT program manager
- No weekends or off-tours required
- Can work any amount of hours up to 40 hours/week

### Assignments

- Not to fill nursing assistant vacancies
- Per unit/patient need, must be willing to float
- Must be assigned to work under the supervisor of the RN