

# Sample Nursing Pay Grades

REGISTERED NURSE: GRADE 100	
JOB DUTIES	REQUIREMENTS
<ul style="list-style-type: none"> <li>• Provides competent and compassionate nursing care in accordance with policies, procedures and protocols...</li> <li>• Documents and utilizes electronic medical record...</li> <li>• Able to perform basic nursing functions in all care areas...</li> <li>• Prioritizes nursing interventions based on patient needs...</li> <li>• Actively participates in bedside shift reports, safety huddles and rounding...</li> <li>• Provides smooth hand-off to other members of the health care team...</li> <li>• Provides patients with specialized teaching/discharge plan...</li> </ul>	<ul style="list-style-type: none"> <li>• ADN</li> <li>• BLS certification</li> <li>• State RN license</li> </ul>

CHARGE NURSE: GRADE 200	
JOB DUTIES	REQUIREMENTS
<ul style="list-style-type: none"> <li>• Competent to perform RN duties in the assigned unit...</li> <li>• Makes patient care assignments for nursing staff...</li> <li>• Provides coaching and guidance to individual nursing staff members...</li> <li>• Makes recommendations to the nurse manager of the assigned unit for improvements in the nursing care delivery process...</li> </ul>	<ul style="list-style-type: none"> <li>• ADN</li> <li>• BLS certification</li> <li>• State RN license</li> <li>• Min. two years of experience in assigned unit</li> </ul>

NURSE MANAGER: GRADE 300	
JOB DUTIES	REQUIREMENTS
<ul style="list-style-type: none"> <li>• Responsible for managing all personnel on the nursing unit</li> <li>• Conducts interviews and hires candidates...</li> <li>• Performs annual employee appraisals...</li> <li>• Promotes professional growth of staff...</li> <li>• Develops unit schedule within budgetary limitations...</li> <li>• Ensures quality patient care is provided on unit...</li> <li>• Promotes a positive patient experience within the unit...</li> </ul>	<ul style="list-style-type: none"> <li>• BSN</li> <li>• Min. three years of nursing experience</li> <li>• Min. one year of supervisory experience</li> <li>• BLS certification</li> <li>• State RN license</li> </ul>