

HOSPICE OF WASHINGTON COUNTY

Job Description

POSITION TITLE: Staff Registered Nurse

DEFINITION:

Responsible as a member of the Inter Disciplinary Team (IDT) to the Director of Nursing and the attending physician for the provision of skilled nursing assessment, planning and care in order to maximize the comfort of patients and families consistent with Hospice of Washington County policies and procedures.

QUALIFICATIONS:

1. Current state licensure as Registered Nurse-State of Iowa or Licensed Practical Nurse – State of Iowa
2. Demonstrated ability to assess and respond to the needs of patients and families in varied settings.
3. Demonstrated skill in nursing practice, ability to cope with family emotional stress and tolerance of individual lifestyles.
4. Must have Current Driver's License, Insurance and automobile.

REPORTS TO: Director of Nursing, Executive Director

FUNCTIONS:

- ❖ Assume primary responsibility for a patient/family caseload that includes the assessing, planning, implementing and evaluating phases of the nursing process.
- ❖ Create a Plan of Care for each patient that is considered your Primary Patient.
- ❖ Completes initial nursing assessment on new admissions as directed by D.O.N.
- ❖ Acquires Physician Admission Orders and Certification and Medical Director Certification as directed by D.O.N.
- ❖ Arranges for patient change of status as needed and as directed by D.O.N.
- ❖ Initiate communication with attending physicians, other Hospice staff members and other agencies as needed to coordinate optimal care and use of resources for the patient/family.
- ❖ Maintain regular communication with the Director of Nursing to review caseload.
- ❖ Maintain regular communication with the attending physician concerning patient/family care needs and response to interventions.
- ❖ Functions as part of the Interdisciplinary team to obtain data on physical, psychological, social and spiritual factors that may influence patient/family health status and incorporate that data into the plan of care.

- ❖ Seek input from other team members regarding the patient plan of care to obtain additional knowledge and support.
- ❖ Responsible for Bi-Monthly IDT Plan of Care Charting for each of your primary patients.
- ❖ Communicates with community agencies involved in the care of hospice patients according to contractual agreements.
- ❖ Teaches and counsels patient/family in areas related to the care for the terminal patient, preparation for death and decision making.
- ❖ Assumes and responds to call for evenings, nights and weekends for patient/family problems.
- ❖ Documents all patient/family contacts and interventions on skilled nursing notes/coordination notes/plan of care.
- ❖ Supervise and document observance of the home health aide delivery of care every two weeks.
- ❖ Provide appropriate support at time of death.
- ❖ Demonstrate familiarity with policies and procedures of Hospice of Washington County.
- ❖ Accept other assignments as appropriate and remain flexible with schedule to accommodate needs of organization and patients.

PHYSICAL AND MENTAL LIMITATIONS/REQUIREMENTS:

This position requires occasional frequent need for moderate physical labor including but not limited to ability to carry or lift up to 75 pounds; ability to perform tasks involving bending, stooping, squatting, turning, and reaching; ability to bend and lift at the same time, standing for long periods of time and utilizing a full range of body motion including handling and lifting patients. Job requires hearing and vision to be corrected to normal.

Job requires the following mental abilities including but not limited to ability to comprehend written and verbal communication, to utilize effective decision making and to deal with high stress activities and environments. Reasonable modification in job requirements may be possible to accommodate individuals with disabilities. Individuals may be excluded from some job requirements if their health could be affected by the patient's condition or disease or their health could be adversely affect a patient's condition.