



HOME HEALTH CARE

JOB DESCRIPTION

Registered Nurse (RN)

REPORTS TO: DIRECTOR OF NURSING – APPROVED BY: PRESIDENT – APPROVED DATE: FEBRUARY 1,2006

SUMMARY

Under general supervision of clinical management, provides skilled nursing care to assigned patients and directs Licensed Practical Nurses and Home Health Aides to provide quality care. Assesses, plans, implements, evaluates total patient care and coordinates patient/family teaching. Assures compliance with nursing standards, federal, state, and local government regulations, and company clinical policies. Provides goal directed care leading to specific outcomes. May be on call for after-hours work.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Provides professional nursing care to assigned patients.
- Assesses patient's physical and emotional status, level of competency, home environment, safety factors, and family support available to assist with care and needs of patient.
- Provides information on patient rights, reimbursement procedures, and patient/family rights.
- Assess and evaluates patient/client's status, reviews and implements plan of care, reevaluates needs, and revise plan of care as necessary. Observes patient for changes in condition and communicates/coordinates care with attending physician and clinical management.
- Initiates and applies appropriate preventive, therapeutic and rehabilitative nursing procedures and techniques as ordered by the physician. Administers medications and intravenous solutions.
- Assists the patient with the activities of daily living and facilitates the patient's efforts toward self-sufficiency and independence.
- Maintains patient clinical records and reports as required.
- Ensures License Practical Nurses and Home Health Aides provide quality care.
- Participates in on-call rotation as necessary.

This job description is not intended to be all-inclusive. The employee will be expected to perform other reasonable related duties as assigned by management.

SUPERVISORY RESPONSIBILITIES

Supervises patient's care and is responsible for the overall direction, coordination, and evaluation of patient care, outcomes, and all staff assigned to patient. Responsibilities include selection and training employees, planning, assigning, and directing work; appraises performance; rewarding and disciplining employees; addressing complaints and resolving problems.



QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION AND/OR EXPERIENCE

Licensed Registered Nurse in state of practice. Graduate of an accredited school of nursing. BSN degree preferred. At least one year of professional nursing experience in patient care required.

LANGUAGE SKILLS

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.

OTHER SKILLS AND ABILITIES

Nursing skills, observation skills, communication skills, supervision skills, knowledge of home health care and government regulations. Good physical and mental health. Caring attitude, empathy, tact, patience.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work requires moderately heavy physical exertion on a regular and recurring basis such as; extensive driving, assisting patient in transfer activities (wheelchair, to bed, to tub, to commode) and providing substantial support to individuals in ambulation therapy.



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PHYSICAL DEMANDS *(Continued from other side)*

While performing the duties of this job, the employee is regularly required to use hands to finger, to handle or feel, and talk or hear. The employee frequently is required to stand; walk; reach with hands and arms; and stoop, kneel, crouch, or crawl. The employee is occasionally required to sit. The employee must occasionally lift and/or move over 100 pounds. Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

• General office, patient home setting, exposure to infectious diseases, non-hazardous.

Supervisor Signature

Date

Employee Signature

Date

Title

(Signing this document acknowledges that the job description and responsibilities have been reviewed with me, the employee.)