

Registered Nurse



Location **Illinois**
<https://www.genclassifieds.com/x-464704-z>

Registered Nurse -- Hospice

Description: A hospice registered nurse is a member of the Hospice Interdisciplinary Team (IDT). The nurse is responsible for provision of direct nursing care to hospice and palliative care patients, case management of the patient's plan of care and coordination of team services.

Primary Functions:

1. Understands and accepts responsibility for all professional care duties performed. Follows accepted standards of nursing practice. Provides nursing care for hospice, palliative care and home health patients as assigned.
2. Demonstrates the ability to perform comprehensive initial and ongoing assessment and evaluation of patient and family. Assessment includes physical, functional, psychosocial, environmental needs and activities of daily living. Also included is assessment for the risk of pathological grief, cultural and spiritual implications and verbal and non-verbal communication patterns.
3. Assesses the caregiver's ability to meet the patient's immediate needs at admission and throughout care.
4. Recognizes attitudes, religious/spiritual beliefs, cultural patterns and physical factors in the environment that are significant to the patient's care. Modifies the plan of care accordingly.
5. Initiates appropriate rehabilitative and preventive nursing procedures on admission and throughout care.
6. Makes referrals to other community services as appropriate.
7. Develops and evaluates the patient plan of care. Focuses care on managing discomfort, providing symptom relief and provision of specialized palliative and end life of care. Develops, evaluates and revises the plan of care based on patient/family wishes and physician orders.
8. Evaluates and revises the plan of care as patient needs and status change. Demonstrates understanding of appropriate level of care to meet patient/family needs.
9. Consults and educates the patient and family regarding disease process, self-care techniques, end of life care and processes for dealing with issues of ethical concern. Discusses with patient and family including decision making, safety, symptom control, symptom management, general management and end of life care.
10. Provides specialized hospice care to other staff, family members and informants to ensure quality of care.
11. Coordinates patient/family services and provides needs with other members of IDT. Updates physician and team members of changes in patient/family physical, functional, psychosocial and spiritual needs. Coordinates changes in the plan of care with physician and IDT team. Notifies physician of significant changes/ findings and outcomes of care.

12. Coordinates hospice services and the plan of care with skilled nursing facilities staff.
13. Demonstrates appropriate nursing skills. Able to perform accurate and complete physical assessment. Demonstrates ability to perform general nursing procedures such as catheter insertion/care, wound care, plebotomy and infusion therapy. Demonstrates knowledge of and provides appropriate symptom management and palliative care for patients.
14. Attends and participates in IDT meetings.
15. Evaluates the effectiveness and outcome of care. Determines if patient goals are being met and makes changes accordingly.

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16. Completes accurate and timely documentation for all patient activities. Follows organization documentation guidelines including electronic and paper processes. Maintains and updates the patient's medical record on an ongoing basis.
 17. Completes certification and recertification processes in a timely manner. Demonstrates understanding of hospice eligibility criteria for admission and recertification.
 18. Follows infection control procedures and policies.
 19. Provides care for home health patients as needed. Able to accurately complete OASIS assessment.
 20. Assigns, evaluates, teaches and supervises the personal care activities of the CNA.
 21. Participates in the organization's student education program.
 22. Assigns, evaluates, teaches and supervises volunteer activities in conjunction with the Volunteer Coordinator.
 23. Participates in QI activities. Makes recommendations for new policies and procedures and assists with the development, interpretation and implementation based on area of expertise in nursing.
 24. Fulfills ON-CALL requirements.
 25. Recognizes own behavior patterns, stresses and attitudes which impact patient/family care. Evaluates own needs for support and accesses organization resources to meet the need.
 26. Assumes responsibility for own professional development. Participates in continuing education and inservice activities. Completes at least 12 hours of ongoing education yearly. Meets state requirements for continuing education requirements to maintain licensure.
 27. Familiarizes and complies with all VNA policies and procedures.
 28. Meets standards of behavior expectations.
 29. Follows established guidelines for use and/or disclosure of protected health information. Employees should report any breaches of the Health Insurance Portability and Accountability Act (HIPAA) rules to the Privacy Officer (Vice President of Operations) immediately. Failure to comply with HIPAA policies and procedures will result in disciplinary action, up to and including termination of employment.
 30. Other duties as assigned.

Qualification:

1. Registered Nurse in the State of Illinois under the Illinois Nursing Act of 1987 (ILL. Rev. stat. 1987, Ch. 111 par. 3501 et seq.); BSN preferred.
2. Two or more years of generalized nursing experience. Community Health experience and/or oncology nursing experience preferred.
3. Comprehensive knowledge and skill in current nursing practice required.
4. Understanding of multi-disciplinary team approach to patient care required. Ability to work in a team environment required.
5. Knowledge of professional nurse's limitation and scope of practice within the Illinois Nursing Act.
6. High degree of sensitivity to the needs of terminally ill patients and their families. Ability to establish constructive working relationships with patients and family members.
7. Maintains current auto insurance and driver's license.
8. Health policies and requirements met (See Personnel Policies).

Essential Functions/Physical Requirements:

1. Ability to perform tasks involving physical activity which includes heavy lifting and extensive bending and standing.
2. Ability to communicate effectively verbally and in writing.
3. Tactile, visual, auditory and olfactory senses intact.
4. Ability to climb stairs and ambulate in and out of patient's homes in all weather.
5. Ability to drive a car.
6. Manual dexterity sufficient to perform nursing procedures.

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7. Ability to deal effectively with high levels of stress.
 8. Ability to wear particulate respirator during patient visits if indicated.