

***Employment at Morrow County Health District***

At Morrow County Health District, we believe that each employee makes a significant contribution to those we serve and the District as a whole.

The District’s vision is to be the first choice for quality, compassionate care, and lead the way in promoting wellness and improving health in our communities. This is made possible by all employees agreeing to adhere to the District’s Promise of Excellence and uphold the District’s values of integrity, compassion, quality, respect, and financial responsibility.

Your contribution to the District and those we care for is not limited by the responsibilities set forth in this job description. This description is designed to outline primary duties, qualifications and job scope, but not limit the employee nor the organization to just the work identified. It is our expectation that each employee will offer their services wherever and whenever necessary.

**Title:** Home Health & Hospice Registered Nurse  **Dept:** Home Health & Hospice

**Exempt/Non-Exempt:** Non - Exempt **Reports to:** HH&H Director

**Pay Equity Group:** \_Non-Union\_\_\_\_\_\_\_\_\_\_\_\_

**General Position Summary:**

Coordinates total nursing care for patients in the home setting; administers skilled nursing care; participates in teaching patients and significant others home medical management; and provides leadership by working cooperatively with home health team members and community resources in establishing priorities and goals of patient care. Under the general supervision of the Home Health Director, the Registered Nurse functions as an active member of the home health team.

**Essential Functions:**

1. Provides direct and/or indirect skilled care to patients in the home setting per physician order and agency protocol.

2. Develops patient plan of treatment by assessing the patient’s condition and nursing needs, both physical and psychosocial; sets goals and prescribes nursing action to meet these goals.

3. Reports pertinent observation of assessment and evaluation to the physician and documents these observations accurately and concisely. Evaluates and revises the plan of treatment on an on-going basis with physician supervision.

4. Teach patients, family and significant others home management of disease process and medication regime in order to promote optimal level of wellness and independence.

5. The Registered Nurse is considered the case manager and as such is responsible for coordinating and/or supervising patient care to assure continuity and quality.

6. Emphasis is on a high level of nursing direction, observation and skill.

7. Follow all infection control precautions and wear proper PPE when required.

8. Makes Home Health Aide supervisory visits to the patient’s residence at least once every two weeks of service, either when the aide is present to observe and assist, or when the aide is absent to assess relationship, determine continued need for aide services, and/or whether goals are being met.

9. Assists client and/or family in obtaining necessary equipment.

10. Makes appropriate community referrals.

11. Prepares clinical notes and medical updates/summary notes in a timely manner.

12. Participates in in-service education, clinical record reviews and care conferences.

13. Consistently reports for duty on time and as scheduled.

14. Maintain strict patient confidentiality and follow all HIPAA regulations.

15. Observes appropriate safety procedures.

16. Adheres to hospital and departmental policies and procedures.

**SECONDARY FUNCTIONS:**

1. Participate in all required meetings and complete all assigned trainings by due date.
2. All other job duties as assigned by supervisor.

**Job Scope:**

**Supervisory Responsibility:**

This position does not have any supervisory responsibility.

**Interpersonal Contacts:**

Must have excellent interpersonal communication skills to accomplish a variety of work with various groups of people, including physicians, patients and family members, personnel from other hospitals, clinics, healthcare organizations and facilities, co-workers as well as the general public. A demonstrated understanding and appreciation for diverse cultures is required. Must be able to interact with others in a thoughtful and professional manner.

**Specific Job Ability:**

* Must have genuine interest and concern for all clients.
* .Must be sufficiently mature and emotionally stable to work well with others.
* Must possess good physical and mental health.
* Must have a clean and neat appearance.
* Must be courteous and kind in manner.
* Can work harmoniously and skillfully with other staff members, patients and their families.
* Must be flexible and able to tolerate change or changing demands.
* Analytical ability is required to evaluate clients and recommend solutions to treatment related problems.
* Must demonstrate strong evaluation skills and show ingenuity and creativity.
* Must be able to use: sphygmomanometer, stethoscope, intravenous and blood drawing equipment, enteral and intravenous pumps, CADD pumps, scales, thermometers, watch, and telephone.
* Valid driver’s license and access to an automobile.

**Specific Job Effort:**

* Able to concentrate on detail with frequent interruptions.
* Able to follow, complete and remember daily routines and requirements.
* Able to comprehend and utilize professional education materials.
* Able to enact emergency procedures.
* Able to make independent decisions when circumstances warrant such action.
* Able to cope with the mental and emotional stress of the position.
* Able to speak, read and write in English.
* Able to read assignments, directions, labels, and measure vital signs, including; temperature, pulse, respirations, blood pressure and weight.
* Able to communicate and respond clearly on telephone and respond to patients’ spoken needs.
* The ability to physically transfer, lift, or assist patients whose average weight in 160 pounds with or without the aid of mechanical devices.
* Able to spend 80% of the work shift standing and/or moving about.
* Able to carry full bath basins, trays and position patients.
* Able to walk, climb stairs, stoop, twist, bend and squat to perform essential job functions.

**Education, Experience and Certification/Licensure:**

* Licensed as a Registered Nurse by the Oregon State Board of Nursing.
* Two years of experience in homecare or medical-surgical nursing is preferred

**Job Conditions:**

* Travels to and from, and performs duties in each patient’s home. The climate is not routinely controlled.
* Exposure to infectious substances and contagious diseases, blood, body fluids, odors, hazardous chemicals.
* Subject to hostile and emotionally upset patients and family members.
* Work environment not controlled by employee.
* Road and weather conditions are variable.

I have read the above position description. I will perform the position to the best of my ability. A copy of this position will be placed in my personnel file.

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Signature of Employee Date