

INPATIENT UNIT REGISTERED NURSE

MAIN PURPOSE:

FLSA: Non-Exempt

Responsible for direct and indirect patient care in meeting holistic (total, comprehensive) needs of the patient.

REPORTING RELATIONSHIP:

Reports directly to the Inpatient Unit Manager and is accountable to the Assistant Director of Nursing or the Director of Nursing.

ESSENTIAL FUNCTIONS:

Patient Care:

- Performs an initial and ongoing comprehensive assessment of the patient's and family's physical, psychosocial, environmental, safety and spiritual needs.
- Develops an individualized plan of care based on a comprehensive assessment in conjunction with the patient's and family's goals.
- Prepares, administers, and supervises holistic patient care.
- Assesses all aspects of the patients' pain and comfort, developing and implementing an individualized pain management plan, in collaboration with the hospice medical staff.
- Consults and collaborates with the interdisciplinary team (IDT) and other agencies involved in the patient's care.
- Supports the patient, family, and caregiver in medical decision making and unique spiritual and cultural beliefs.
- Performs admissions as assigned.
- Communicates appropriate information and participates at IDT meeting, as needed.
- Demonstrates proper body mechanics when performing patient care, utilizing appropriate techniques to accomplish tasks.

Documentation:

- Accurately records and reports pertinent facts and observations regarding patients.
- Communicates appropriate information during shift change.
- Helps to provide continuity of care between team members by ensuring verbal and written reports are clear, concise, and timely.
- Documents any and all teaching in patient record.

Teaching:

- Teaches patient self-care.
- Teaches those parts of patient care appropriate for each family to provide.
- Assists the patient's family with understanding the illness, plan of care, and needs of the patient.
- Assists the patient's family, or ECF staff, with understanding the illness, the dying process, plan of care, and needs of the patient.
- Teaches the patient and family their rights regarding hospice care and benefits.

- Serves as preceptor/mentor to other staff nurses and Aides.

ADDITIONAL FUNCTIONS:

- Committed to Agency resolution against fraud and abuse.
- Knowledgeable in hospice philosophy and state and federal rules and regulations.
- Arrives to work and meetings on time and ready to work.
- Respects confidentiality of patients/families and other Agency employees.
- Attends educational meetings/conferences for professional growth as required.
- Attends and completes yearly nursing skills validations.
- Sees change as an opportunity and maintains a level of flexibility, which allows for adaptation to new ways of performing.
- May be required to work either IPU based on staffing needs and/or acuity
- Accountable to supervise/direct CNA's
- Follows directions and policies that allow for an organizational commitment to working under time pressures without sacrificing quality.
- Performs other duties that may be assigned.

JOB REQUIREMENTS:

- Possesses the ability to perform the following tasks for varying periods of time: standing, walking, sitting, lifting objects up to 75 lbs., pushing/pulling objects up to 200 lbs., climbing stairs, stooping, kneeling, twisting, bending, reaching overhead and in front of body, simultaneous use of both hands, wrists, and fingers.
- Possesses the ability to perform the following tasks for varying periods of time: speak in conversational tones utilizing the English/American Language, hear conversations as well as bodily function sounds with various medical or non-medical devices, observe patients via touch sensitivity that is strong enough to palpate various areas on the human body and allow an accurate reporting of a pulse, see with vision acuity: near, 20 inches or less, and far, 20 inches or more, with or without corrective devices such as glasses or contacts, have a depth perception of three dimensions, and a sharpness of vision/focus with adequate peripheral vision to allow an acute awareness of surroundings.
- Possesses the ability to work in a variety of environmental conditions that include, but are not limited to the following: dust, fumes, noise, closed-in spaces or rooms, and locations with poor or improper lighting and glare.
- May be required to work in shifts that may be steady or rotating. On call rotation required.

QUALIFICATIONS:

- Maintains current RN nursing licensure in Indiana and CPR certification.
- Prior nursing experience in medical/surgical area or hospice preferred.

Employee Signature

Date