

COMMUNITY HEALTH NURSE-HOSPICE

JOB TITLE: Community Health Nurse-Hospice

GRADE: 15

JOB CODE: 2107

DATE: 3/20/95

GENERAL FUNCTION: Under general direction provides moderately difficult intermittent skilled nursing services in the palliation and management of terminal illness and related conditions to individuals in the home or institutional setting. The hospice nurse would participate as a member of an interdisciplinary group in developing and implementing a plan established by the attending physician, medical director, or physician designee of treatment for each hospice patient. Nursing services provided would be intermittent and may also require 24 hour on call coverage to the extent necessary to meet the needs of individuals.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Participates as a member of an interdisciplinary group (physician, nurse, social worker, pastoral or other counselor) in the establishment and periodic review and update of a plan of care for the patient.

Initiate and maintain communication with attending physician, other hospice and home health disciplines, and other agencies, as needed, to coordinate optimal care and use of resources for patient and family.

Obtain data on physical, psychological, social and spiritual factors that may influence patient/family health status and incorporate into plan of care. Initiates appropriate referrals to other community agencies.

Provides intermittent skilled nursing services.

Maintain an effective system of clinical records for hospice patients in accordance with appropriate standards.

Coordinates treatment plan with other care givers such as, physician, home health aides, LPNs, social workers, and pastoral counseling.

Makes supervisory visits of patients to evaluate services and performance of home health aides.

Coordinates and supervise the volunteer placements with hospice patients/family and establish or coordinate volunteer training activities.

Familiar with hospice policies of agency and rules and regulations of state and federal bodies.

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Discusses progress of patient(s) with physicians and other care givers.

SUPERVISION RECEIVED: Moderate supervision under standard operating procedures; incumbent occasionally can function autonomously, with supervisor available to answer questions.

SUPERVISION EXERCISED: Supervision limited to evaluation of home health aides for services provided (competency evaluation).

JOB SPECIFICATIONS:

Knowledge and Abilities:

Good knowledge of professional nursing theory; of standard nursing protocol; of the legal implications of the practice of nursing; of the relationship of other disciplines to the discipline of nursing; of routine laboratory tests and radiological procedures; of the signs and symptoms of a variety of common disorders; of standard nursing techniques and procedures; of the preparation of nursing care plans for individual patients/clients.

Working skill in the application of nursing techniques, procedures, and instruments.

Working skill in oral communication with patients/clients, physicians, nurses, and other staff regarding evaluation or treatment.

Working ability to learn the standard procedures and services of the assigned program or unit; to interview and counsel patients/clients; to encourage the patient/client to participate in the appropriate health programs; to explain the significance of conditions or diseases to patients; to interact therapeutically with patients; to develop cooperative working relationships with other service providers; to use nursing judgment to determine when the patient should be referred to the nursing supervisor, physician or other health care provider for further evaluation and treatment.

Minimum Education, Training, and Experience Requirements: Bachelors degree in Nursing from an accredited school

OR

Graduate of an Associate degree program in nursing from an approved school. One (1) year of experience in nursing practice.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.