

OROVILLE HOSPITAL
JOB DESCRIPTION

TITLE: REGISTERED NURSE

DEPARTMENT: GOLDEN VALLEY HOME HEALTH

REPORTS TO: DIRECTOR OF GOLDEN VALLEY HOME HEALTH/
PATIENT CARE SERVICES

The RN is a registered professional nurse who coordinates skilled nursing and inter-disciplinary care to patients requiring professional services and supervises members of the nursing team. Each staff nurse performs nursing services for residents within a specific area. These services are performed in accordance with the physician's orders and under the direction and supervision of the Director of Patient Care Services.

QUALIFICATIONS

- Current State Licensure
- Minimum of one (1) year experience as a professional nurse, with one year of previous home health experience required.
- It is preferable that the staff nurse has completed a baccalaureate degree or program approved by the National League for Nursing for public health nursing.
- Current Basic Cardiac Life Support Card.
- Employee Health Compliance.
- Reliable means of transportation.
- A valid California drivers license and a clean Department of Motor Vehicles record.
- Automobile insurance = \$100,000 combined single limit (CSL) underlying auto or \$100,000/\$100,000/50,000 split limits.

WORKING REQUIREMENTS:

- Sedentary: Frequent sitting up to 6 hours a day. Lifting requirement, Heavy: frequent lifting of not more than 100 pounds with help and/or carrying objects up to 50 pounds.

OROVILLE HOSPITAL HOME CARE JOB DESCRIPTION
AND EMPLOYEE EVALUATION

NAME _____ DATE OF HIRE _____

DEPARTMENT GV HOME HEALTH POSITION: REGISTERED NURSE

STANDARDS OF PERFORMANCE

(0) DOES NOT MEET STANDARD

(1) MEETS STANDARD

RESPONSIBILITIES

STANDARDS OF PERFORMANCE

	0	1
Conducts the admission of the patient to the agency by:		<u>1</u>
Obtaining a medical history, particularly as it relates to the present condition, from the patient and/or family member(s).	___	___
Conducting a physical examination of the patient, including vital signs, physical assessment, mental status, appetite and type of diet, needs specific for age, etc.	___	___
Evaluating the patient, family member(s) and home situation to determine what health teaching will be required.	___	___
Evaluating the patient's environment to determine what assistance will be available from family members in caring for the patient.	___	___
Evaluating the patient's condition and home situation to determine if the services of a home health aide will be required and the frequency of this service.	___	___
Interpreting nursing and other services of the Agency to patients and families as part of planning for care.	___	___
Developing and implementing the nursing care plan.	___	___
Provides skilled nursing care as outlined in the nursing care plan to include the following:		
Nursing services, treatments, and preventative procedures requiring substantial specialized skill and ordered by the physician as seen in in the plan of treatment and necessary revisions.	___	___

RESPONSIBILITIES

STANDARDS OF PERFORMANCE

	<u>0</u>	<u>1</u>
Initiating preventative and rehabilitative nursing procedures as appropriate for patient's care and safety.	_____	_____
Observing signs and symptoms and reporting to the physician and other personnel reactions to the treatments, including drugs, and changes in the patient's physical or emotional condition in compliance with California Medical Reviews Generic quality screens.	_____	_____
Teaching, supervising and counseling the patient, caregivers and other nursing personnel regarding the nursing care needs and other related problems of the patient at home.	_____	_____
Is responsible for the care given by the home health aide to patients in her care by:		
Supervising and evaluating the care given by the home health aide as needed and at a minimum of once every 14 days.	_____	_____
Participating in periodic conferences with the home health aide supervisor concerning the home health aide's performance.	_____	_____
Charts those services the staff nurse has rendered to the patient, changes noted in the patient's condition and/or family and home situation, makes revisions in the nursing care plan as needed, after consultation with case manager, records supervisory visits conducted with the home health aide, evaluates patients care and progress and closes charts of discharged patients.	_____	_____
Prepares and presents patient's record to the Clinical Record Review Committee as indicated.	_____	_____
Evaluates the effectiveness of his/her nursing service to the individual and family.	_____	_____
Consults with the attending physician concerning alteration of the plan of treatment in consultation with the case manager.	_____	_____
Submits clinical notes and Daily Activity Sheet daily and other clinical record forms, no less than 72 hours after services rendered.	_____	_____
Participates in case conferences (75%)	_____	_____

RESPONSIBILITIES

STANDARDS OF PERFORMANCE

	<u>0</u>	<u>1</u>
Discusses with the case manager problems concerning the patients and how they may best be handled.	_____	_____
Discusses with the case manager the need for involvement of other members of the health team such as the home health aide, physical therapist, speech therapist, occupational therapist, social worker, etc.	_____	_____
Participates in staff development meetings.	_____	_____
Participates in the educational experiences for student nurses.	_____	_____
Continually strives to improve her nursing care by attending In-service education, through formal education, attendance at workshops, conferences, active participation in professional and related organizations and individual research and reading.	_____	_____
Participates in the planning, operation and evaluation of the nursing service.	_____	_____
Participates in the development and periodic revision of the physician's Plan of Treatment and processes change orders as needed.	_____	_____
On-Call and Weekend Charge:		
Receives and processes referrals in a timely manner.	_____	_____
Receives and processes patient/family/physician telephone calls regarding care and concerns and responds in a timely manner.	_____	_____
Adjusts visit schedule as needed.		
PROFESSIONALISM OF ROLE:		
License and certification current on file.	_____	_____
Basic CPR current	_____	_____
Current auto insurance.	_____	_____
Safety manual review/passes annual test.	_____	_____
Age specific competency/passes annual test.	_____	_____
IV and Phlebotomy competency/passes annual test.	_____	_____
CADD pump competency/passes annual test.	_____	_____
Accu-check competency/passes annual test.	_____	_____

RESPONSIBILITIES

STANDARDS OF PERFORMANCE

0 1

(cont.)

Maintains current education (CE) on file. _____

Skills check list complete 100%. _____

Attends staff meetings 75%. _____

Meets or exceeds standards on evaluation. _____

Follows dress code and inspires confidence in his/her care
by his/her professional appearance and behavior. _____

PROFESSIONAL COMMITMENT:

Reports for duty on time 95%. _____

Attendance: Ill not more than 12 days per year. _____

Demonstrates cost effective use of supplies and equipment. _____

Demonstrates efficient and cost effective practices. _____

Demonstrates mission statement knowledge and practice. _____

EDUCATIONAL NEEDS IDENTIFIED:

EMPLOYEE GOALS AND

COMMENTS: _____

EMPLOYEE'S SIGNATURE: _____ DATE: _____

CLINICAL SUPERVISOR/CHARGE

NURSE: _____

CLINICAL SUPERVISOR/CHARGE NURSE: _____

DATE: _____