

HOOSIER UPLANDS HEALTH CARE DIVISION

500 West Main Street

Mitchell, IN 47446

JOB DESCRIPTION

JOB TITLE: Hospice Registered Nurse

EXEMPT: No

JOB CODE: Associate degree

LOCATION: Entire Agency Service Area

DIVISION: Hospice

REPORTS TO: Clinical Services Supervisor

I. Job Summary

The Hospice RN is responsible for meeting the nursing care needs of an assigned group of patients/families. Professional nursing services will be given in accordance with physician's orders and care established by the Hospice Interdisciplinary Team (IDT).

II. Job Relationships

A. Supervised by Clinical Services Supervisor

B. Interrelationships: Works closely with members of IDT in providing patient care.

III. Responsibilities

A. Initial and ongoing assessment of the impact of the terminal diagnosis on the patient's physical, functional, psychosocial and environmental needs and activities of daily living.

- 1) Risk for pathological grief
- 2) Cultural and spiritual implications
- 3) Verbal and non-verbal communication patterns

B. Implement the individualized plan of care and recommending revisions to the plan of care as necessary.

- 1) Managing discomfort and providing symptom relief
- 2) Specialized nursing skills related to palliative and end-of-life care.

C. Consulting with and educating the patient/family regarding:

- 1) The disease process
- 2) Self-care techniques
- 3) End-of-life care
- 4) The processes for dealing with issues of ethical concern

D. Initiating appropriate preventive and rehabilitative nursing procedures.

E. Informing the physician and other personnel of changes in the patient's needs and outcomes of intervention.

F. Preparing clinical and progress notes that demonstrate progress toward established goal(s).

- G. Participates in on-call services to patient/family to insure availability on a 24-hour, 7 day a week basis.
- H. Coordinating all patient/family services and prioritization of needs with the members of the interdisciplinary team.
- I. Use of case management approach and referring to other services as needed.
- J. Determining scope and frequency of services needed based on acuity and patient/family needs.
- K. Supervising LPNs and paraprofessionals providing services to the patient according to regulatory guidelines.
- L. Attends IDT meetings to provide nursing perspective.
- M. Participate in inservice programs.
- N. Provides specialized hospice training to other staff, family members and informal caregivers to insure adequate care.
- O. Ongoing evaluation of patient/family response to care.
- P. Assess the ability of the caregiver to meet the patient's immediate needs upon admission and throughout care.
- Q. Evaluate own needs for support and using identified system(s) to meet the need.
- R. Applying specific criteria for admission and recertification to hospice care to establish appropriate levels of care and the patient's eligibility.
- S. Communicating information using current process and technology available to the organization.
- T. Exemplifies familiarity with Hospice policies and with regulations of state and federal bodies with influence policies.
- U. Makes routine home care nursing visits as assigned.
- V. Participating in the Hospice Performance Improvement Program.
- W. Performs other duties as assigned by the Clinical Services Supervisor.

IV. Qualifications

- A. Possession of RN degree from accredited school of nursing.
- B. Functions in accordance with Indiana State Nurse Practice Act
- C. Current Indiana RN licensure
- D. One year experience in oncology and/or hospice training preferred
- E. A personal understanding of Hospice principles and practices, and comfort with the same
- F. Must provide dependable automobile, proof of current insurance coverage, able to drive in inclement weather and have a valid Indiana drivers license.

V. Physical Demands & Work Environment

The physical demands and work environment as described on the ergonomics sheet are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

VI. Job Description Review:

I have read and understand the job description for the position of Hospice RN.

SIGNATURE

DATE

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