



Job Title: Per Diem RN	Classification: Earnings Dependent # Hrs. Wkly: varied
Reports to: Area Manager / Home Health Operations	Date: 6/14 Updated: 1/17

Position Overview:

The Registered Nurse assesses, plans, implements, coordinates, monitors and evaluates home care services to meet the needs of the patient, caregiver and family members through communication, education and community resources to promote quality and cost effective outcomes within their home and community.

Principal Duties:

- Provides services requiring substantial and specialized nursing skill, in accordance with the plan of care signed by the physician and makes the initial evaluation visit to the client. Accepts only clients referred by the Area Manager or designee.
- Demonstrates competency in all skills required for the agency, including, but not limited to, venipunctures, infusion therapy, infusion therapy device care, wound care and aseptic technique.
- Evaluates and regularly reevaluates the nursing needs of the client; initiates, develops, implements and makes necessary revisions to the client's plan of care. Assess the client's continual care needs/Addresses all problems in the plan of care or documents rational for not doing so.
- Initiates diagnostic, preventive and rehabilitative nursing procedures as appropriate to the client's care and safety. Makes referrals to other disciplines as indicated by the client's needs or documents rationale for not doing so.
- Observes signs and symptoms and reports to the physician and/or other appropriate health professionals as often as needed, or upon changes in the client's condition.
- Teaches, supervises and counsels the client and family regarding home nursing procedures and other care needs as appropriate to the client's condition. Utilizes agency educational material as appropriate.
- Performs case management responsibilities by coordinating the total plan of care and maintains continuity of client care by liaisons with other health professionals assigned to the same clients. Attends client care conferences. Initiates client care conferences for complex and/or multidisciplinary clients whenever needed.
- Supervises and teaches the home health aide. Assesses the client's need for care and revises the plan of care as appropriate. Communicates the plan of care changes to the aide and scheduler as often as necessary.



- Develops, prepares and maintains individualized client care progress records with accuracy, timeliness and according to policies. Submits accurate documentation within 24 hours of visit.
- Responsible for following all policies and procedures of the agency regarding service delivery, documentation and care coordination. During supervisory visits, exhibits full compliance and verbalizes knowledge of agency policies including but not limited to client education, infection control, and management of hazardous wastes and age-specific behaviors for clients.
- Admits, provides continuing service, and discharges clients based on Agency criteria.
- Participates in the assessment, evaluation, and planning of patient care, and revises as necessary to include completion of all 485s and OASIS documentation requirements with each start of care and subsequent re-certification. These documents are accurate and submitted timely as per Agency policy and procedure.
- Uses proper techniques in performing direct patient care and requires substantial and specialized nursing skills and are consistent with scientific principles, Agency policy and procedure, and accepted standards of care.
- Utilizes the appropriate charting format and documents accurately and timely with an understanding of the legal implications.
- Documentation on patient charts correlates with nursing care plan and physician's orders.
- Performs supervisory visits of home health aides, includes on-site supervision as needed.
- Demonstrates effective communication skills by conveying necessary information accurately, listening effectively, and asking questions when clarification is needed.
- Performs other duties as assigned by supervisor.

Qualifications and Skills:

- Licensed to practice professional nursing in the state.
- Demonstrated knowledge and skills necessary to provide care to and communicate with primarily the geriatric population, and to a lesser degree, the pediatric and adult populations.
- Demonstrated knowledge of the principles of growth and development over the life span.



- **Able to assess data reflecting the client's status and interpret the appropriate information needed to identify each client's requirements relative to their age-specific needs.**

Physical Demands/Environment:

- **Must be able to adapt to client status and needs, as directed.**
- **Schedule changes daily due to staffing, client condition, new clients, etc.**
- **Must be on-call.**
- **Safety hazards include possible infections from clients.**
- **Possible unsafe neighborhoods.**
- **Must be able to bend, squat/kneel, and assist client in position changes, transfers, and ambulation.**