

The Registered Nurse (RN) will provide direct patient care services to hospice patients and supportive care to the patient's family; manage an interdisciplinary group consisting of Licensed Practical/Vocational Nurses, Certified Nursing Assistants and support staff to enhance the quality of hospice care; and, case manages all assigned patient clinical records.

- Assures the highest quality of care is provided and documented in accordance with the Plan of Care.
- Performs the initial and on-going assessment of the patient.
- Helps develop and implement the Hospice Plan of Care as prescribed by the physician and in conjunction with the other members of the Interdisciplinary Group.
- Works closely with other members of the Interdisciplinary Group to provide all-inclusive physical, psychosocial, educational, emotional and spiritual services including bereavement support to the patient and family to achieve the highest quality of care.
- Reports any change in the patient's condition to both the Attending Physician and Hospice Physician.
- Maintains an accurate and updated medical record, including all Interdisciplinary notes, Plans of Care, initial and on-going assessments and any other information pertinent to the care of the patient.
- Practices infection control measures and standard precautions.
- Monitors scheduling of all staff.
- Participates in the Curo Quality Assessment and Performance Improvement Program.
- May be requested to participate in agency on-call schedule.
- Consistently promotes company's core values.
- This is a safety-sensitive position.
- Completes required Curo annual training.
- Performs other activities as assigned.
- Attends staff meetings.
- Maintains a high level of knowledge pertaining to the management of pain and symptoms in the dying process.
- Makes routine supervisory visits of, and with, all other team members at least monthly.
- Performs on-going review and follow up on assigned patient clinical records to assure quality services are provided, standards of practice are followed, and compliance with policies, procedures and regulatory requirements is met and maintained.
- Maintains close contact with the patient's family and/or significant others to provide information, support, and continuity of care.
- Maintains primary control and professional management of each patient and acts as primary liaison between physician, patient/family and hospice team so as to be fully aware and abreast of all clinical issues, staffing and scheduling concerns.
- Responsible for the education of the patient, family or other caregivers in relation to needs identified on the Plan of Care, including, but not exclusive of, medication administration, dressing changes, oxygen administration, Hospice philosophy and care of the terminally ill patient.

Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education:

- Registered Nurse

Experience:

- A minimum of one (1) year experience as an RN, either in acute care hospital, oncology, long-term care, hospice or home health. School internships and clinical hours may be considered as experience in individual cases.

Licenses, Certifications and/or Registration:

- Current license to practice nursing in the state of requested employment
- CPR Certification
- Current automobile insurance and valid driver's license

Specialized Knowledge and Skills:

- Knowledge of terminally ill patients and their families along with understanding of hospice; ability to apply knowledge of the special needs of hospice patient and families; knowledge of roles of all disciplines providing hospice services; excellent patient assessment skills; knowledge of community resources; good oral and written communication skills; documentation and program management; knowledge of general nursing practice; thorough knowledge of managed care principles, regulatory guidelines (i.e., Medicare, Medicaid, JCAHO, and human resource) management principles

Working Conditions:

- Patient's homes and/or institutional setting and automobile. Potential exposure to infections, communicable diseases, odors, blood, excreta and hazardous materials.

Personal Traits, Qualities and Aptitudes:

- Sensitivity to the impact of life and death issues faced by individuals with terminal illness; tact in dealing with these patients and their families; ability to support others at a time of crisis. Must be able to demonstrate flexibility by performing a variety of tasks, often changing from one to another of a different nature without loss of efficiency or composure. Communicate effectively with people of all socioeconomic backgrounds. Responsible functioning in the work place, maturity, cooperation, flexibility, tact in dealing with co-workers and all members of the hospice team.

Equipment/Tools/Work-Aids:

- Must be able to effectively operate nursing assessment tools, computers, facsimile equipment, copier and cell phone/beeper. Must have and maintain transportation to be used for work.

This role requires full COVID-19 vaccination.