



Hospice Nurse

Summary of Responsibilities

The Hospice Center Nurse works under the general direction of the Clinical Manager, Centers and the patients attending physician in the provision of skilled nursing assessment, planning and care in order to maximize the comfort and health of patients and their families. The hospice center nurse is responsible for identifying patient/family needs and for providing supportive care in accordance with the attending physician's orders, plan of care and CRH's policies and procedures, including pertinent documentation and timely completion of all paperwork required. The Hospice Nurse may function as a visiting Nurse or Case Manager.

Reports to: Clinical Manager, Centers. In that absence responsibility falls to the Director of Clinical Services.

RESPONSIBILITIES & FUNCTIONS:

- Promote Compass Regional Hospice philosophy.
- Assume shared responsibility for patients who reside in the hospice center and their families to include the assessing, planning, implementing and evaluating phases of the nursing process.
- Promotes involvement of the patient/family in the plan of care with emphasis placed on pain and symptom management, emotional and spiritual support.
- Initiate communication with attending physicians, other hospice staff members and other agencies as needed to coordinate optimal care and use of resources for the patient/family.
- Maintain regular communication with the Clinical Manager, Centers to review caseload.
- Maintain regular communication with the attending physician concerning patient/family status.
- Maintain daily communication with the hospice nurse practitioner and/or medical director regarding the general inpatient (GIP) level of care patients in the center.
- Obtain data on physical, psychological; social and spiritual factors that may influence patient/family health status and incorporate data into the plan of care.
- Maintain up-to-date patient records so that problems, plans, actions and goals are accurately and clearly stated and changes are reflected as they occur.
- Seek input from other team members regarding the patient plan of care to obtain additional knowledge and support.
- Accept responsibility for coordinating physical care of the patient by teaching primary caregivers, volunteers, and employed caregivers or by providing direct care as appropriate.
- Meet regularly with hospice clinical staff to review problems or unique issues from caseloads, share professional support, and exchange feedback aimed toward enhancing professional growth.
- Attend patient conference and facilitate discussion of issues from case load for full staff discussion, consultation and evaluation.
- Supervise and update the health aide plan of care every two weeks or more frequently as needed.
- Inform the Clinical Manager, Centers of unusual or potentially problematic patient/family issues.
- Responds to patients/families of other hospice nurses during on-call times, or as requested by the Clinical Manager, Centers to meet patient/family needs during the absence of other hospice nurses.
- Provide appropriate support at time of death and period of bereavement.
- Takes responsibility and accountability for own nursing practice, continuing education and professional development.

General CRH Duties

- Participate in CRH's orientation and in-service training programs for professional staff
- Participate in agency and community programs as requested to promote professional growth and understanding of hospice care.
- Demonstrate familiarity with policies of the agency and rules and regulations of State and Federal bodies which aid in determining policies.
- Maintains the confidentiality of employee, patient/client and agency information at all times.
- Accepts and performs other related duties and responsibilities as required.

Minimum Qualifications

- Registered Nurse from an accredited college or university,
- Possession of a current license to practice as a registered professional nurse in the State of Maryland,
- 2-3 years of varied work experience as a professional nurse, hospice experience preferred,
- 1-2 years' experience working in an acute care setting. (A new registered nurse may be accepted for employment upon agreement to participate and completion of CRH's Preceptor Program, an intensive orientation program.),
- Skilled in nursing practice, able to cope with family emotional stress and tolerant of individual lifestyles,
- Dependent on work experience/training, hospice nurse may be designated to perform assessments for pediatrics, obstetrics, psychiatrics, etc.

Additional Qualifications

- Complete hospice orientation
- Be in agreement with the hospice concept of care
- Be flexible and able to work on several projects simultaneously
- Be able to work harmoniously with many different types of individuals and groups
- Advances knowledge and skills; attends in-services and workshops as appropriate
- An ability to cope with the stress of continual loss.

Physical Qualifications

- Possesses physical ability to perform job-related duties which may require lifting, standing, bending, transferring, stooping, stretching, walking, pushing, partial or complete assistance with activities of daily living without assistance from another health care worker or significant other.
- Must be able to communicate verbally and in writing with individuals and families in end-of-life situations.
- Must be able to use a computer and other office equipment to document patient information.
- Must be able to hear to process directions and requests from doctors, employees, patients, and other individuals.
- Must be able to drive to visit patients' homes for supervision and patient care.
- Must have a valid driver's license, furnish own reliable transportation and maintain insurance coverage.

Work Scheduling:

- Must be flexible to rotate shifts, providing 24 hour 7 days a week coverage for Compass Regional Hospice Centers.

FLSA Status:

This position is classified as exempt under the Fair Labor Standards Act, for full time employees.