

Northern Light Home Care and Hospice

Department: Home Health " Aroostook County

Position is located: Northern Light Home Care and Hospice Houlton

Work Type: PRN

FTE: 0.0001 " Variable

Work Schedule: Variable

This position is paid at a rate of \$75 a visit, \$115 admin visit, and \$31/hour non visit time.

Summary:

The Registered Nurse- Infusion is responsible for exercising independent judgment in directing and supervising the provision of professional nursing care to a designated group of patients in their homes and various facilities, with accountability if such care is not rendered correctly or appropriately by the nurse or by those whom he/she directs and supervises. The Registered Nurse- Infusion assesses, plans, implements, evaluates and exercises independent judgment in coordinating the home infusion care course of treatment and assigning significant overall duties to subordinate personnel. The Registered Nurse- Infusion confers and collaborates with physicians in implementation of the infusion treatment plan. The Registered Nurse- Infusion collaborates with, and responsibly directs and supervises, other members of the patient care team. Performance reflects the mission and values of Home Care & Hospice.

Responsibilities:

Corporate Compliance

Adheres to Home Care & Hospice's Corporate Compliance Policies and Procedures.

• Acts responsibly in conducting business with sound ethical standards and in compliance with all applicable rules, regulations and laws

• Seeks advice from an appropriate manager, director or the Corporate Compliance Officer concerning appropriate actions needed to be taken in order to comply with the Corporate Compliance policy.

• Reports any potential or real ethical, legal, or regulatory violations to the Corporate Compliance Officer.

• Completes annual staff training

CORE COMPETENCIES

Communication

Provides meaningful information, both written and verbal, in a respectful, clear, concise and positive manner. Listens carefully to effectively understand the ideas, problems and suggestions of others. Accepts responsibility for information received, which results in effective dialogue with colleagues and/or subordinates.

• Consults appropriately with Supervisor.

• Attends staff meetings and appropriate client centered team conferences.

• Manages and responds to voicemail and email.

• Manages work and personal schedule to optimize client care.

Customer Service

Treats others with respect and courtesy. Responds promptly to requests for information and and/or assistance. Relays information in an accurate and timely manner. Contributes to a positive work environment through interactions with others.

• Responds in a timely manner to agency initiated communication (ie paging, overhead paging, voicemail, email, etc).

• Demonstrates awareness of personal tone and body language.

• Recognizes cultural differences both internally and externally.

• Is available to clients, co-workers and customers during regular business hours

• Responds optimally and in keeping with Home Care & Hospice values, to requests for assistance from clients, co-workers and customers.

Quality

Strives for excellence in all areas of job performance. Displays competency in required occupational and technical skills. Produces work which meets required standards for accuracy in clinical and/or administrative processes. Demonstrates initiative to continually improve performance and provide assistance within the work group. Seeks new and/or additional training opportunities to update and expand knowledge of job skills.

• Demonstrates competency in use of available technology and optimizes its use in job performance.

• Demonstrates an understanding of Joint Commission, state and federal regulations governing home health agencies and maintains compliance with regulations/organizational policies and procedures.

• Demonstrates behavior which promotes a culture of safety and quality.

Teamwork

Shares the mission of Home Care & Hospice, trusts the other team members, is accountable to the team and shares responsibility for achieving goals. Works with others in a cooperative manner to create a positive work environment. Acknowledges that every employee makes a valuable contribution to the team. Demonstrates helpfulness to others at all levels in the organization.

• Mentors and preceptors new staff.

• Demonstrates flexibility with assignment when deemed necessary to meet client needs.

Clinical Practice

Provides direct patient care for patient requiring infusions in the home environment.

• Performs infusion therapies as ordered by appropriately licensed physicians or mid-level providers using agency provided equipment.

• Establishes peripheral and other intravenous access as necessary in accordance with accepted standards of care

• Contacts emergency services as needed and administers antihistamine or epinephrine. therapies to treat allergic or anaphylactic reactions.

• Demonstrates basic knowledge of telehealth-its use and purpose.

• Initiates a systematic, accurate and ongoing comprehensive assessment of needs of the patient, family, and/or significant other.

• Initiates actions directed toward achieving expected outcomes.

• Adheres to discipline specific clinical practice standards.

• Provides service and produces work at or above expected levels of quality and consistent with agency defined quantitative standards.

• Documents accurately, completely and in accordance with Agency policy.

• Demonstrates knowledge, skills, and abilities necessary to provide care to the age groups served.

Leadership

Demonstrates the ability to create a shared mission and vision as it relates to patient care.

• Utilizes community assessment strategies to provide preventive services for the community population.

• Implements interdisciplinary care strategies within the changing economics of health care systems.

• Establishes goals and objectives to inspire others to achieve the mission and vision.

• Engenders support from subordinates, peers, and superiors.

• Facilitates involvement and participation on the part of key stakeholders.

• Contributes to the development of professional nursing practice at Home Care & Hospice through personal self-development.

• Seeks advanced certification and training opportunities.

Other information:

Current BLS for Healthcare Providers required.

Competencies and skills:

Essential:

- Behaves with Integrity and Builds Trust: Acts consistently in line with the core values, commitments and rules of conduct. Leads by example and tells the truth. Does what they

say they will, when and how they say they will, or communicates an alternate plan.

- Cultivates Respect: Treats others fairly, embraces and values differences, and contributes to a culture of diversity, inclusion, empowerment and cooperation.
- Fosters Accountability: Creates and participates in a work environment where people hold themselves and others accountable for processes, results and behaviors. Takes appropriate ownership not only of successes but also mistakes and works to correct them in a timely manner. Demonstrates understanding that we all work as a team and the quality and timeliness of work impacts everyone involved.
- Practices Compassion: Exhibits genuine care for people and is available and ready to help; displays a deep awareness of and strong willingness to relieve the suffering of others.

Credentials:

Essential:

- Current licensure to practice as a Registered Professional Nurse in the State of Maine

Education: A Diploma or an Associates Degree from an accredited school of nursing.

Working conditions:

Essential:

- Lifting, moving and loading 30 to 50 pounds.
- Alternate shift schedules (day, evening, nights, weekends).
- Need to drive to perform responsible duties.