



**10/16/2020**

**RN Hospice Home Care  
Per Diem with Weekend Rotation**

**JOB DESCRIPTION SUMMARY:**

The Registered Nurse, as part of the Interdisciplinary Team, plans, organizes and directs hospice care to maintain the comfort and quality of life for Hospice patients. Nursing care is provided in private homes, residential and skilled nursing facilities, and The Guest Wing. The RN must be capable of compassionate communication with patients and their families, and must have keen observation skills, high ethical standards, and knowledge of when to alert other members of the IDT about changes in the patient's condition. A hospice nurse must be resilient and sympathetic, and should have emotional and physical stability to deal with the challenges of severe illness and death.

**ESSENTIAL JOB FUNCTIONS/RESPONSIBILITIES:**

**Patient Care**

1. Acts as Case Manager and assumes responsibility to coordinate patient care for assigned caseload. Provides professional nursing care by utilizing all elements of nursing process. Initiates appropriate palliative nursing procedures. Administers medications and treatments as prescribed by the attending physician or medical director. Meets caseload and productivity standards.
2. Completes an initial, comprehensive and ongoing assessment of patient and family to determine hospice needs within regulatory parameters. Admits to appropriate level of service/ care.
3. Initiates, develops the plan of care that establishes goals based on nursing diagnoses and physician orders, and incorporates palliative nursing actions and makes necessary revisions as patient status and needs change. Includes the patient and the family in the planning process.  
Assesses and evaluates patient's status by re-evaluating patient and family/caregiver needs & revises the plan of care.
4. Completes all documentation, maintains and submits accurate and relevant clinical notes regarding patient's condition and care given. Records pain/symptom management changes/outcomes as appropriate. Follows all regulatory parameters, organizational protocols related to documentation, synching of visits.
5. Attends and actively participates in the IDT team care meetings. Communicates with IDT members to coordinate the care plan. Ensures plans of care and IDT notes reflect changes and revisions and individualization of the plan of care.

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*Bring your heart to work!*

6. Collaborates with physicians and other health care providers to ensure coordination of the plan of care. Communicates with the physician regarding the patient's needs and reports changes in the patient's condition; obtains/receives physicians' orders as required.
7. Provides health care instructions and education to the patient and family/caregiver per assessment and plan and ensures understanding of treatment modalities, medication regimens, plan of care. Counsels the patient and family in meeting nursing and related needs. Teaches the patient and family/caregiver self-care techniques as appropriate.
8. Assists the patient with the activities of daily living and facilitates the patient's efforts toward palliation of symptoms and optimal comfort care. Provides medication, diet and other instructions as ordered by the physician and recognizes and utilizes opportunities for health counseling with patients and families/caregivers. Works in cooperation with the family/caregiver and IDT to meet the emotional, spiritual and social needs of the patient and family/caregiver.
9. Supervises ancillary personnel and delegates responsibilities when required and ensure Plans of Care are followed. Completes and updates the HHA plan of care with patient status changes, completes supervisory visits per regulatory requirements.
10. Participates in on-call duties as defined by the on-call policy. Fulfills the obligation of requested and/or accepted case assignments.
11. Actively participates in quality assessment performance improvement teams and activities.
12. Ensures compliance with all federal and state regulations.
13. Assumes responsibility for personal growth and development and maintains and upgrades professional knowledge and practice skills through attendance and participation in continuing education and in-service classes.

#### **POSITION QUALIFICATIONS**

1. Graduate of an accredited school of nursing. One to two years of recent acute care experience in an institutional setting, and one to two years of recent experience in home care.
2. Current licensure in Maryland; CPR certification.
3. Bachelor's degree, with hospice care experience preferred.
4. Management experience not required. Responsible for supervising hospice aides.
5. Excellent observation, verbal and written communication skills, problem solving skills, basic math skills; nursing skills per competency checklist.
6. Must be a licensed driver with an automobile that is insured in accordance with policy requirements and is in good working order.
7. Excellent customer service philosophy and demonstrated compassion for end-of-life care.

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8. Ability to maintain confidentiality/HIPAA standards.

#### PHYSICAL DEMANDS

The job requires lifting

	NEVER	OCCASIONALLY	FREQUENTLY	CONTINUOUSLY
A. Up to 10 lbs.			X	
B. 11-24 lbs.			X	
C. 25-34lbs.			X	
D. 35-50 lbs.		X		
E. 51-74 lbs.		X		
F. 75-100 lbs.	X	With assistance		
G. Above 100 lbs. (STATE WEIGHT)	X	With assistance		
H. STANDING			X	
I. WALKING			X	
J. SITTING			X	

Any lifting of 35# or more requires the use of an assistive device and/or physical assistance.

Interested Applicants should complete an application and submit along with cover letter and resume to: [tcorbin@talbothospice.org](mailto:tcorbin@talbothospice.org) or mail to Talbot Hospice Foundation, Attn: Traci Corbin, 586 Cynwood Drive, Easton, MD 21601

#### ABOUT TALBOT HOSPICE

Founded in 1981, Talbot Hospice provides compassionate care, comfort and support for patients and their families and caregivers wherever they call home. Talbot Hospice serves patients facing life-limiting illnesses and their loved ones through hospice and palliative care as well as its Pathways and Bereavement Programs. Services are available to patients and caregivers regardless of ability to pay. Learn more at [www.talbothospice.org](http://www.talbothospice.org).

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