

Job Description/Performance Evaluation

Title: Registered Nurse

Job Summary:

Primary functions are to administer nursing care for clients of all ages in their place of residence, coordinate care with the interdisciplinary team, patient/family and referring agency; and assume the responsibility for coordination of care.

Reporting Responsibility: Reports to Supervising Nurse

Job Qualifications:

Education: Graduate of an accredited Diploma, Associate or Baccalaureate School of Nursing

Licensure: Current Texas State license as a Registered Nurse, current Texas Driver's License

Experience: One year of experience as a Registered Nurse in a clinical care setting required, hospice experience preferred. If working in patient's home, proof of current CPR. Must be able to read and write English.

Skills: Nursing skills as defined as generally accepted standards of practice. Good interpersonal skills. If working in patient's home, proof of current CPR. Must be able to read and write English.

Transportation: Reliable transportation. Valid and current auto liability insurance

Environmental and Working Conditions:

Works in patients home in various conditions; possible exposure to blood and bodily fluids and infections diseases; ability to work flexible schedule; ability to travel locally; some exposure to unpleasant weather; PRN emergency call. Must have Hepatitis consent/declination.

Physical and Mental Effort:

Prolonged standing and walking required, with ability to lift up to 50 lbs and move patients. Requires working under some stressful conditions to meet deadlines and patient needs, and to make quick decisions and resource acquisition; meet patient/family individualized psycho social needs. Requires hand-eye coordination and manual dexterity.

Essential Functions:

Evaluation

Assess hospice patients to identify the physical, psycho social, and environmental needs as evidenced by documentation, clinical record, case conference, team report, and evaluations.	
Implement/develop/document the plan of care to ensure quality and continuity of care	
Applies concepts of infection control and standard precautions in coordinating and performing patient care activities to prevent contamination and transmission of disease.	
Provide clinical directions to the Hospice Aide/LVN to ensure quality and continuity of service provided.	
Assure continuity of quality patient care delivered with appropriate documentation.	
Monitor assigned cases to ensure compliance with requirements of third party payor.	
Demonstrate commitment, professional growth and competency.	
Promote Agency philosophy and administrative policies.	
Perform on-call responsibilities and provide on-call service to patients/families as assigned	
Provide effective communication to patient/family, team members, and other health care professionals.	

Statement of Understanding: I have read the above job description and essential functions. I understand and agree to carry out these responsibilities as assigned. I understand and acknowledge that nothing contained in this job description may be construed as limiting the employer's right to discipline or terminate my employment at any time for failure to perform satisfactorily

Signature: _____ **Date:** _____

Evaluation Codes: 1-Does not meet job requirements/expectations 2-Occasionally meets job requirements
 3-Normally meets job requirements 4-Meets and occasionally exceeds job requirements 5-Regularly exceeds job requirements

Comments/Goals: _____

Use back for additional comments/goals

Signature: _____ **Date:** _____

Evaluator/Title: _____ **Date:** _____

Performance Evaluation Addendum

90 Day

Annual

Date On Site Supervisory Visit Completed: _____ (form attached).

Comments/Goals Met or Not Met for this evaluation period: _____

Employer/Employee Mutual Goals set for the next evaluation period: _____

Employee Comments/Response: _____

Employee Signature: _____ **Date:** _____

(For Employer Evaluation/Employee Self Evaluation)

Evaluator/Title: _____ **Date:** _____