

Benzie Senior Resources

Job Title: Registered Nurse
Reports to the Director of Home Healthcare Director

CLASSIFICATION: Exempt, Full-Time

DUTIES AND RESPONSIBILITIES:

1. Performs comprehensive assessment of physical, psychosocial, environmental, and health behavior needs of new clients in their homes and obtains a copy of proof of income for the office to determine sliding scale fee.
2. Documents significant clinical findings, makes nursing diagnoses, and determines appropriate interventions.
3. Develops and implements an individualized plan of care for each client.
4. Plans, teaches, and counsels regarding physical care measures, social/emotional care, and community resources.
5. Provides medication management and sets up medication boxes for self-administration of medications by clients, demonstrating knowledge of therapeutic action, side effects, and interaction of medications. Communicates directly with physician offices to obtain current medication records.
6. Provides foot care service to clients in the home and outreach foot care clinics. Demonstrates knowledge of how disease can affect circulation in the foot. Demonstrates ability to properly clip toenails, buff calluses, inspect foot for abnormalities, and make proper referrals to podiatrists for issues outside the nursing scope of practice.
7. Promotes client's independence by reinforcing their understanding of disease, medications, self-care skills, and community resources.
8. Communicates with supervisor, client, family, and Home Health Aide caregiver regarding client assessment and recommended plan of care.
9. Provides training for family and caregivers.
10. Conducts client reassessments, updates care plans, and alerts caregivers of changes.
11. Communicates in a timely manner to physician and Director of Home Health Services any significant changes in client's condition.
12. Serves as resource for field staff, clients and families, physicians, and other community agencies.
13. Builds and retains relationships with referral sources, medical personnel, clients and their families.
14. Attends all weekly staff meetings and communicates effectively and as needed with team members to share information and solve problems in a positive, outcome-oriented manner.
15. Documents all findings and activities in an accurate and timely manner.
16. Assures proper maintenance of clinical records in compliance with local, state and federal laws.
17. Participates in community awareness and education programs.
18. Assists supervisor in evaluating effectiveness of care provided by the Home Health Aides and recommends revisions in assignments as appropriate.
19. Assists the Director of Health Care Services in the orientation of new home care staff.
20. Assist the Director of Health Care Services in conducting supervisory visits.
21. Other tasks as assigned by the Director of Home Health Care Services or Executive Director.

EDUCATION AND QUALIFICATION REQUIREMENTS

1. Current Michigan RN license.
2. Current CPR certification.
3. Minimum five (3) years RN experience with prior home care experience and dementia care strongly preferred.
4. Case management experience.
5. Strong verbal and written communication skills.
6. Strong time management skills.
7. Strong interpersonal and motivational skills.
8. Working knowledge of Microsoft Office (Word, Excel, PowerPoint, Access)

PHYSICAL AND MENTAL DEMANDS:

- Good physical and mental health.
- Able to perform one person transfer under routine and emergency situations, reposition a bedbound client, and able to sit, stand, bend, stoop, kneel, pull, climb, reach, lift, and perform repetitive movements of the upper extremities with unspecified weights, talk, hear and see.
- Mental fortitude and stability to handle stress.