

Job Description/Performance Evaluation

Title: RN

Job Summary:

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

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 Drivers License.
- Experience: Two years experience as a Registered Nurse in a clinical care setting preferred, home health preferred.
- Skills: Nursing skills as defined as generally accepted standards of practice. Good interpersonal skills.
- Transportation: Reliable transportation and valid auto liability insurance.

Environmental and Working Conditions:

Works in patients home in various conditions; proof of current CPR, and Hepatitis consent/declination; possible exposure to blood and bodily fluids and infectious diseases; the ability to work a flexible schedule; the ability to travel locally; some exposure to unpleasant weather; PRN emergency call.

Physical and Mental Effort:

Prolonged standing and walking required, with the 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 home health 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.	
Provide care utilizing infection control measures that protect both the staff and the patient (OSHA).	
Supervise and provide clinical directions to the HHA/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 profession.	

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:** _____