

Cordova Community Medical Center

Job Description

Restorative Care Nurse / RN-LPN

Job Title:	Restorative Care Nurse / RN-LPN	Status:	Full Time
Supervisor:	LTC DON	Pay Grade:	DOE
Department/Division:	Nursing Department	Classification:	Non-Exempt

Position Summary for PT Restorative Care and PT Float Nurse

This position is a part-time Restorative nurse and a part-time Float nurse.

The primary purpose of your job position is to be accountable for the delivery of quality care to patients and families, according to the individualized needs of the patient and following the nursing process in accordance with the Nurse Practice Act. You are responsible for the assessment, treatment, and care for patients of all ages including adult and geriatric, as applicable. You must be competent to access and analyze patient information and history with an understanding of the cognitive, physical, emotional/psychosocial, spiritual, and chronological maturation process. Accepts and promotes professional development as an integral part of nursing practice. Coordinate patient care activities with other members of the health care team in a collegial relationship. Directs and coordinates the care given by Certified Nursing Assistants, (C.N.A.'s), Licensed Practical Nurses (LPN's), and ancillary personnel. Performs all duties in a manner that supports the team concept, collegial, collaborative caring, and respectful, reflecting the philosophy of the Department of Nursing and Cordova Community Medical Center Mission Statement.

The Restorative functions is a part time position, for the other hours to be fulltime would require the RN/LPN to be a float person in the LTC Department or any other department, as needed.

The Restorative position will be Monday – Friday between the hours of 8:00am – 5:00pm

See Long Term Care Policy #303, Restorative Care Program, for a description of job duties.

ESSENTIAL RESPONSIBILITIES for Restorative Nurse

- Provides a comprehensive patient assessment and evaluation in regards to Restorative Care.
- Develop and implements an individualized plan of care which reflects the standard of care, based on best practice and evidence-based medicine.
- Provides and documents necessary patient/family education in support of the interdisciplinary treatment plan.
- Monitors patient condition, notes changes in status, utilizes judgment, and takes appropriate action.
- Participates in the Quality improvement and outcomes process as defined in the department's quality assurance plan as it relates to Restorative Care.
- Document patient care participation and information accurately, concisely, and in a timely manner.
- Provides quality care in an efficient, cost effective manner.
- Demonstrates advancement of professional nursing practice through continuing education and department activities adapting to change within an evolving healthcare environment.
- Recognizes and responds immediately and appropriately to potential emergency situations that arise.
- Demonstrates leadership skills in a clinical setting for delivery of patient care. Through assessment will identify concerns, and take appropriate action to involve colleagues and management to promote resolution.
- Utilizes therapeutic communication. Demonstrates adaptive/timely communication based on individual patient/family needs.
- Promotes comfort measures based on experience, external resources, and interdisciplinary collaboration.
- Supports improvements in practice setting. Participates in departmental activities that improve patient care and process systems. Assist others in transitioning and applying knowledge to the clinical operational setting.
- Promotes and role models collaborative practice and relationships with other healthcare professionals by focusing on patient needs, status, and outcomes.
- Actively engages in communication, feedback, and conflict resolution. Takes a leadership role in building and maintaining an environment that fosters open communication, patient, and family-centered care, and collegial relationships.

- Completes annual Competency Plan for assigned job and department. Competencies may include mandatory required competencies, BLS, ACLS, and PALS as designated.
- Participate in the development, maintenance and implementation of the facility's quality assurance program for the Nursing Services Department as it relates to Restorative Care
- Make written and oral reports/recommendations to the Director of Nursing as necessary/required, concerning the operation of the Nursing Services Department.
- Periodically review the department's policies, procedure manuals, job descriptions, etc. Make recommendations for revisions, if requested.
- Interpret the department's policies and procedures to personnel, residents, visitors, and government agencies as required.
- Complete accident/incident reports as necessary.
- Implement recommendations from established committees as instructed by the Department Director of Nursing.
- Report problem areas to the Director of Nursing Services. Assist in developing and implementing corrective actions.
- Keep the Director informed of the status of residents and other related matter through written/oral reports.
- Consult with the resident's medical provider in planning resident care, treatment, rehabilitation, etc., as necessary.
- Make independent decisions concerning nursing care.
- Take TPRs; blood pressures, etc., as necessary, if appropriate for Restorative Care Program.
- Attend and participate in continuing educational programs, designed to keep you abreast of changes in your profession, as well as to maintain your license on a current status.

The above is not intended to be an all-inclusive list of essential functions for the job described, but rather a general description of some of the responsibilities necessary to carry out the duties of this position.

QUALIFICATIONS

- EDUCATION:** Must possess a minimum 2 year or 4 years Nursing Degree.
Must possess a current, unencumbered license to practice as a RN/LPN in Alaska
- EXPERIENCE:** Preferred, as a minimum, one (1) year Registered Nurse experience in an acute care hospital, long term care facility, or other related health care facility.
- REQUIREMENTS:** Must possess a current, unencumbered license to practice as a Registered Nurse in this state. Must be able to write the English language in a legible and understandable manner. Must possess the ability to deal tactfully with personnel, residents, family members, visitors, government agencies/personnel and the general public. Must be knowledgeable of nursing and medical practices and procedures, as well as laws, regulations, and guidelines that pertain to long term care and acute care. Must be able to lift a minimum of 50 pounds. Required, BLS. Preferred ACLS and PALS

ADDITIONAL REQUIREMENTS

- Upon date of Hire: Current Negative TB Test
Ability to Pass a DHSS Criminal History Check and Drug Test
Must be current in all immunizations

EQUAL EMPLOYMENT OPPORTUNITY

CCMC shall seek to insure and provide equal opportunity for all persons seeking employment without regard to race, age, color, religion, gender, marital status, sexual orientation, military status, national origin, disability, or any other characteristic as established by law.

