
Job Description

Community LPN - Home Care and/or Hospice – Full-Time and/or Part-Time

We are pleased to have been named a **Top Agency of the 2018 HomeCare Elite**, a recognition of the top-performing home health agencies in the United States. In addition, **Home Health Compare**, the Official U.S. Government Site for Medicare, has designated the **Brockton Visiting Nurse Association** as a **4.5 Star Agency for Quality of Care!**

A career with **Brockton Visiting Nurse Association** offers more than you'd expect! Serving hundreds of patients a day in more than 30 communities, BVNA is a progressive organization that is helping to redefine the role of healthcare at home in our region! Our success begins with assembling the right team and harnessing the talents and enthusiasm of each member, regardless of his/her role, to achieve our vision of becoming an indispensable resource to those we serve.

For us, those aren't just words on recruiting flyer, they are truly the way we work. We are independent, yet have strong partners across the health care continuum. We are non-profit, yet have a solid business model. We have a work force that is deployed across a large geography, yet we are bonded together by strong communication, a common mission and core values. We care for patients in the home setting, yet employ sophisticated treatment methods and offer innovative clinical programs. We work hard, yet offer an incredibly rewarding career.

If this sounds like a work environment that could be personally rewarding for you, we invite you to look through our job listings and see if there's one that will benefit from your talents and experience. If so, we'd love to hear from you and start a conversation.

POSITION SUMMARY:

Under the direction of an RN, utilizing the nursing process, provides skilled nursing care to patients in their homes or other health care facilities. Adheres to all Agency policies including, but not limited to, the Confidentiality Agreement, Personnel Policies and Clinical Policies and Procedures.

RESPONSIBILITIES:

EVALUATION AND CARE PLAN

The LPN evaluates the plan of treatment, which includes the various services required to maintain the patient safely in the home or other health care facility. The Plan of Treatment includes quantifiable goals based on desired outcomes. Involves patient/family in the development of the Plan of Treatment. Makes appropriate referral(s) for home health aide, social and/or rehabilitation services(s). It is the responsibility of the LPN to submit to the appropriate RN the proposed Plan of Treatment prior to it being sent to the physician for his/her authorization and signature.

SKILLED NURSING CARE

Following the schedule established in the Plan of Treatment, the LPN visits the patient to perform nursing services covering a wide range of skilled nursing care as outlined in the Clinical Policies and Procedures. They include, but are not limited to: - Skin treatments - Gastrointestinal treatments - Genitourinary treatments - Pulmonary treatments - Musculoskeletal treatments - Other Treatments The LPN may be required to transfer patients as needed, using hoist lifts, wheelchairs, sliding boards, hospital beds, and/or draw sheet transfers. In such cases where a two-person assist is required, the LPN will attempt to schedule the visit during a Home Health Aide's scheduled visit or may call upon a family member, if and when possible.

PATIENT AND FAMILY EDUCATION

The LPN will instruct patient/significant other(s) in ways that are understandable to the patient/significant other(s). Education will include, but is not limited to, disease, prognosis, medications, procedures and treatments, personal care, emergency plans, infection control and safety. During home visits, the LPN will assess current knowledge and ability of the patient/significant other(s) and the need for re-education regarding the specific knowledge and/or skills required to meet the patient's ongoing health care needs.

The LPN will prepare the patient/significant other(s) for discharge with verbal and written information regarding community services, medication usage and follow-up visits for medical care.

COORDINATION AND SUPERVISION OF PATIENT CARE

The LPN ensures that all caregivers are providing care in a manner consistent with the patient's plan of care. The LPN will communicate with the physician and/or significant other(s) when the patient's mental or physical status changes. The LPN will collaborate with other members of the multidisciplinary team who are involved in the care of the patient and document same in the clinical record. The LPN will participate in case conferences. The LPN will assure that information regarding patient care is relayed to appropriate personnel so that optimal patient care will be provided during his/her absence. Assists in the orientation of new staff. Attends and participates in team meetings. Attends internal/external in-services and presents information to peers.

MAINTAINS TIMELY AND ACCURATE DOCUMENTATION

The LPN will document on the day of the visit all care provided including clinical findings and education provided to the patient/significant other(s).

- Is responsible for maintaining state licensing that is current and in good standing
- Responsible for interdisciplinary assessment
- The CHN is required to participate in Quality Assessment Performance Improvement Program and HHA sponsored in-service Training

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QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Possess current Massachusetts Practical Nurse License
- Requires two years of experience in community health nursing and/or two years of recent acute care medical/surgical nursing experience
- Adheres to all Agency policies including, but not limited to, the Confidentiality Agreement, Personnel Policies and Clinical Policies and Procedures
- Be proficient in safe nursing practice
- Be able to adapt standard nursing procedures to community setting
- Ability to work independently
- Ability to strictly adhere to confidentiality requirements
- Driver's license and reliable vehicle

The BVNA is an equal opportunity employer and will not discriminate, or tolerate discrimination, against any applicant or employee in any manner prohibited by law. Applicants may request any accommodation needed to enable them to complete the application by contacting the Human Resources Department Representative.