

**BROCKTON VISITING NURSE ASSOCIATION
JOB DESCRIPTION**

TITLE: HOSPICE NURSE PRACTITIONER

REPORTS TO: VICE PRESIDENT - HOSPICE & PALLIATIVE CARE

POSITION SUMMARY: As a Hospice Nurse Practitioner (HNP), you will work autonomously and in collaboration with our Hospice Physicians and interdisciplinary team to develop and manage the plan of care for our Hospice patients. In this role, you will provide advanced practice nursing services through palliation and management of the terminal condition while developing treatment plans for patients at home and in a community setting. Provides quality patient care consistent with standards of nursing practices and complies with Hospice policies and procedures, laws and regulations and standards of practice.

RESPONSIBILITIES:

- Performs comprehensive patient examinations, evaluations, assessments and diagnosis. Assesses for signs and symptoms of discomfort including presence of pain and takes prompt and appropriate action to control and manage patient symptoms and needs.
- Makes adjustments to the already established plan of care and appropriate services, provides appropriate follow-up to all patients. Instructs team members in managing patient needs and submits appropriate documentation within twenty-four (24) hours of visit.
- Performs timely Face-to-Face assessments with patients. Complete Face-to-Face encounters and assesses the following: disease related changes, decline in function, adherence and effectiveness of pain and symptom regimen, the patient and family coping mechanisms and quality of life.
- Coordinates all services provided to patients and families in all settings to ensure quality of care and services as well as appropriateness of care.
- Supervises the implementation of the approved plan of care, modifies as needed.
- Demonstrates flexibility in scheduling, and readily accepts new and emergency assignments as requested.
- Maintains knowledge of State and Federal Regulations and Joint Commission standards (if applicable).

- Participates in IDG, QAPI and other meetings, committees and programs.
- Assures that orders are timely issued and implemented and that patients always have the necessary medications, equipment and supplies.
- Communicate significant findings, problems, changes in condition or environment to the clinical manager/attending physician and other members of the interdisciplinary team.
- Involves patient/family in the development of the Plan of care. Makes appropriate referral(s) for home health aide, social and/or rehabilitation service(s).
- Make referrals to other disciplines as indicated by the patient's needs

JOB REQUIREMENTS:

- Current and unencumbered license as a Nurse Practitioner in Massachusetts.
- Minimum of two-year experience as a Nurse Practitioner within the last three (3) years. Knowledge of and experience with caring for the geriatric patient.
- Master's Degree preferred.
- Expertise in pain management, symptom control, crisis intervention, family support with strong interest in end-of-life care.
- Must have the authority to prescribe as a Nurse Practitioner in the state of Massachusetts.
- Must have obtained Medicare billing privileges as a Nurse Practitioner.
- and other regulatory requirements.
- Current CPR certification.
- Familiarity with NetSmart or other Electronic Medical Record.
- Demonstrates positive interpersonal relations in communicating with physicians and co-workers to promote quality patient care. Able to clearly and effectively communicate with, physicians and team members.

STANDARDS:

Demonstrates a commitment to the provision of superior home health services, community education, and health promotion outlined in the Mission Statement, and to our values. Demonstrates skills to assist clinicians and to follow through to meet deadlines and timeframes

All employees of BNVA are expected to display the highest standards of service excellence and embody the BVNA's motto of "More than you'd expect from home care." In order to do so, the

BVNA's values (shown below) will be demonstrated throughout the course of each employee's daily activities. As each employee's roles and responsibilities may be unique, these values will also be demonstrated in a way that is unique, but supportive of the employee's overall goals and the BVNA's mission and vision. Specific expectations will be made and agreed upon between the employee and his/her manager at the time of hire and throughout the year as needed.

PARTNERSHIP	Through teamwork we are committed to achieve great things.
OWNERSHIP	We are accountable and responsible for the success of the BVNA.
EXCELLENCE	We are professionals achieving exceptional results.
CLIENT-FOCUSED	It's all about you.
INNOVATIVE	We are resourceful and flexible in adapting to changing needs.

Adheres to BVNA's and Professional Code of Ethics. Communicates a positive image and working philosophy of the BVNA and establishes and maintains a professional relationship with patients, coworkers, and others.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk or hear; taste or smell. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT:

Work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is exposed to weather conditions prevalent at the time. The noise level in the work environment is usually moderate.

Employee Signature Date

Manager Signature Date