



TITLE: COMMUNITY HEALTH NURSE – ON-CALL NURSE RN
REPORTS TO: HOSPICE CLINICAL DIRECTOR

POSITION SUMMARY:

Utilizing the nursing process, the Community Health Nurse - On-Call Nurse RN provides skilled nursing care, intervention and supportive care to home care and hospice patients in their homes or other health care facilities for evening, night, and weekend and holiday on-call duty in accordance with Brockton Visiting Nurse Association (BVNA) Plan of Care for each patient. The Community Health Nurse - On-Call Nurse RN adheres to all Agency policies including, but not limited to, the Confidentiality Agreement, Personnel Policies, and Clinical Policies and Procedures. The Community Health Nurse - On-Call Nurse RN provides experience and knowledge in pain and symptom management.

REQUIRED WORK HOURS:

The On-Call Registered Nurse (RN) must be available to work evening, night, weekend and holiday on-call duty as scheduled (4:30 p.m. through 8:00 a.m.) and consistent with BVNA.

STARTING RATE OF PAY: \$10.00 Per Hour On-Call, \$55.00 Per Visit

RESPONSIBILITIES:

- Assume primary responsibility for BVNA total census during assigned shift.
- Answer all phone calls received on behalf of the agency, and follow up according to agency policies and procedures.
- Provide skilled nursing, intervention, and supportive care to Home Care and Hospice patients in the home setting.
- Regularly assesses and reassesses the nursing needs of the Home Care and Hospice client.
- Provides direct client care and evaluation of client's progress, acting promptly on any changes made to client's plan of treatment or condition.
- Performs specific nursing procedures as needed including treatments, management of symptoms following doctor's orders and provides pronouncements as needed.
- Educate primary caregivers, volunteers, and employed caregivers to provide care for patients as indicated.
- Maintain regular communication with BVNA staff and the patient's referring physician and/or case manager concerning patient/family care needs and response to interventions.
- Maintain up-to-date patient records so that problems, goals and interventions are accurately and clearly stated and changes are reflected as they occur.

- Complete documentation within agency guidelines and to meet regulatory requirements. Submit completed documentation within one business day after on-call services are provided.
- Accept referrals for new patients in accordance with the agency's policies and procedures.
- Communicate regularly with BVNA nursing staff to review problems or unique issues from on-call hours.
- Participate in the Agency's orientation and in-service training programs for professional staff.
- Participate in Agency's performance improvement activities and community programs as requested, to promote professional growth and understanding of home health care and hospice care.
- Demonstrate familiarity with policies of the agency and rules and regulations of State and Federal bodies which aid in determining policies.
- Perform specific assignments as directed.

JOB QUALIFICATIONS:

- Possess a current license to practice as a Registered Nurse in the Commonwealth of Massachusetts. Preferably possess a Bachelor of Science degree in Nursing.
- Minimum two years of varied work experience as a Registered Nurse with preferably one of the two years in either an acute, oncology, home health and/or hospice setting.
- Possess a valid driver's license, valid auto insurance, and an automobile for field use
- Ability to remain within the Agency service area or within 30 miles of the agency office while on-call.
- Ability to provide skilled nursing services and complete documentation within the agency's productivity standards.
- Demonstrated ability to assess and respond to the needs of patients and families in varied settings.
- Demonstrated skill in nursing practice, ability to cope with family emotional stress and tolerance of individual lifestyles, including pain and symptom management as well as pronouncements.

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.