

BROCKTON VISITING NURSE ASSOCIATION JOB DESCRIPTION

TITLE: HOSPITAL-BASED HOSPICE ADMISSIONS NURSE – RN

REPORTS TO: VICE PRESIDENT – CLINICAL SERVICES

POSITION SUMMARY:

Utilizing the nursing process of assessment, planning, interventions, implementation and evaluations, the Hospital-Based Hospice Admissions Nurse – RN (HBHAN), interacts with patients, family members and other interdisciplinary team members while maintaining standards of professional nursing and clinical competency. Provides appropriate palliative and hospice care through assessment, teaching, counseling and direct patient care to client and/or family members. Coordinates Hospice care with hospital providers and clinical professionals and coordinates care with other Hospice Interdisciplinary Team (IDT) team members and attends IDT meetings as indicated. Adheres to all agency policies including, but not limited to, the Confidentiality Agreement, Personnel Policies, and Clinical Policies and Procedures.

RESPONSIBILITIES:

The Hospital-Based Hospice Admissions Nurse – RN (HBHAN) is responsible for evaluating and determining the appropriateness of General Inpatient (GIP) level of care with Brockton Hospital and Boston Medical South Hospital and coordinates all preadmission activities, increases accessibility to Hospice care and manages the Hospice admission process.

- Describes and explains hospice services to a potential patient and family and elicits responses to questions regarding patient/family attitude toward hospice care, physical and psycho/social/emotional status, to put the patient and family at ease about choosing hospice and fully inform them about the program
- Gathers pertinent information necessary for the admission and communicates to the patient and family on insurance coverage and financial obligations, using knowledge of hospice fees, cost and reimbursement source
- Promotes hospice services, to ensure appropriate GIP referrals to Hospice Program to discharge planners, physicians, other health care providers and referral sources.
- Manages care of patients while coordinating all services and facilitate communication between all providers
- Assesses patient and coordinate cares with hospital care teams including the Medical Director, Medical Doctor, Case Manager, Registered Nurse including other members of the hospice interdisciplinary team
- Provides expert symptom management and recommendations in coordination with the Hospice Medical Director
- Plans for continuity of care with nursing team members, patient, family, and other disciplines

- Responsible for daily nursing visits and assessment of ongoing eligibility of patients admitted to GIP level of care and community admissions or visits as needed and coordinates with the hospice team should the patient become ineligible for Hospice care
- The (HBHAN) will perform other related duties as required

JOB REQUIREMENTS:

- Current active license to practice as a Registered Nurse in the Commonwealth of Massachusetts
- BSN strongly preferred as well as CHPN
- Minimum of three (3) years of Hospice and/or end-of-life care experience required
- Preferred Inpatient Hospice Experience
- Current Basic Life Support Certification
- Valid Massachusetts driver's license

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.

TEAMWORK Through teamwork we are committed to achieve great things.

EXCELLENCE We are professionals achieving exceptional results.

COMPASSION We are accountable and responsible for the success of the Agency.

COMMUNITY It's all about you.

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.