

Walla Walla Community Hospice
1067 Isaacs Ave.
Walla Walla, WA 99362
(509) 525-5561

Position Title: Per Diem- Registered Nurse

Purpose: A Hospice Nurse is a professional in charge of providing care, comfort, and support to clients navigating the difficult time at the end of their lives. They develop plans for individual patients to ensure needs are met, perform regular checkups, and communicate with family members as needed. The Per Diem Registered Nurse works as needed under the general direction of the Patient Care Coordinator, the attending physician and the interdisciplinary group in providing skilled nursing assessments, planning, and care in order to maximize the comfort and health of both WWCH patients and their loved ones/caregivers.

SAFETY: Walla Walla Community Hospice enforces a culture whereby all employees have the responsibility for continuously developing and maintaining a safe work environment. Each employee is responsible for completing all training requirements, participating in emergency response tasks as requested, and serving on committees and teams as requested. In addition, employees must accept the responsibility for maintaining the safety of themselves and others by adhering to all written and verbal instructions, promptly reporting and/or correcting all hazards or unsafe conditions, and providing feedback to supervisors and management on all safety issues.

PROCEDURE COMPLIANCE: Employee must read and understand the general and specific operational, safety, and environmental requirements of all plans, procedure, and policies pertaining to this job.

Responsibilities: The Per Diem Registered Nurse (RN) is responsible for meeting immediate patient needs as requested by Patient Care Coordinator and Executive Director. A per diem nurse will work at a minimum of one-two shifts per month and one holiday per year to remain proficient with nursing practices and agency procedures. Under the direction of the patient's primary care physician and/or Hospice Medical Director, the Per Diem RN provides individualized skilled nursing care to enable patients to participate as fully as possible in the activities of daily living. The Per Diem RN will provide prompt response to physical and emotional needs of the patients and their families in the form of phone calls and/or home visits. This nurse must proficiently problem solve symptom management and crisis situation that arise. The Per Diem RN is required to provide hand-off communication to the interdisciplinary team. Nursing care reflects observations, actions and plans that are in accordance with the IDT Plan of Care. Responsible for identifying patient and loved ones/caregiver needs and for providing supportive care in accordance with the attending physician's orders and plan of care and the policies and procedures of Walla Walla

Community Hospice. Must be a team player who supports an interdisciplinary team concept of caring for patient and loved ones/caregivers.

Qualifications:

1. Possession of a current license to practice as a registered nurse in the States of Washington and Oregon
2. Minimum six months nursing experience, preferred
3. Maintains current CPR, valid driver's license, personal vehicle for on-the-job transportation, and evidence of insurance coverage

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:

- Current knowledge of the principles and practices of professional nursing
- Perform assessments and nursing functions as acquired in the basic nursing preparation program
- Strong written and verbal communication skills
- Confidentiality and HIPAA
- Ability to multi-task
- Effective Time Management
- Detail oriented
- Strong decision-making and problem solving skills
- Map Reading Skills
- Supervisory Skills
- Demonstrated ability to work well with a team
- Medical Equipment knowledge

ESSENTIAL DUTIES AND RESPONSIBILITIES: This is a list of major functions of the position, for guidance, it is not intended to be a complete list and may be modified verbally or in writing by the Executive Director and/or supervisor at any time to reflect the changing needs of WWCH.

- Performs nursing visits to assigned clients as directed by plan of care
- Performs admissions as needed to meet patient needs
- Maintains competencies in pain management, symptom management, infusion care, wound care, nursing assessment, medications, etc.
- Provides client teaching to promote independence, support dignity of end of life and enable caregivers to provide care. Documents teaching
- May be asked to respond to family at time of client death, pronounces death per procedure, notifies appropriate agencies and provides bereavement support to family members during immediate bereavement period
- Attends continuing education courses as necessary
- Works back-up and/or primary on-call schedule as determined by Nursing Team Leader
- Maintains accurate, timely and complete documentation in client record per procedures
- Ability to assess and respond to the needs of patients and loved ones/caregivers in varied settings.

- Skilled in nursing practice, able to cope with loved ones/caregivers' emotional stress and tolerant of individual lifestyles
- Ability to make meaningful observations, skilled assessments, and write comprehensive, and accurate reports
- Must have a valid driver's license, a good driving record, the use of a reliable vehicle, and the ability to drive year-round to locations in Walla Walla county, Columbia county and northeastern Umatilla county
- Must be able to take direction, work independently and effectively as part of Walla Walla Community Hospice
- Initiate communication with attending physicians, WWCH staff members and other agencies as needed to coordinate optimal care and use of resources for the patient and loved ones/caregivers
- Seek input from other team members regarding the patient plan of care to obtain additional knowledge and support
- Accept responsibility for coordinating physical care of the patient by teaching primary caregivers, volunteers, and employed caregivers or by providing direct care as appropriate/requested
- Meet regularly with the WWCH nursing staff to review problems or unique issues from caseloads; share professional support; and exchange feedback aimed toward enhancing professional growth
- Inform the Patient Care Coordinator of unusual or potentially problematic patient/family issues
- May be asked to participate in 'on-call' rotation, which may include evenings and weekends, as needed
- Responsible for performing all visit needs as assigned to meet agency needs
- Provide appropriate support at time of death and period of bereavement
- Participate in the WWCH orientation and in-service training programs for professional staff
- Participate in agency and community programs as required to promote professional growth and understanding of hospice care
- Maintain familiarity with policies of the agency and rules and regulations of State and Federal bodies which govern hospice
- Notify supervisor of any learning opportunities they require to effectively fulfill their job responsibilities
- Accept other assignments as appropriate

I understand and have received clarification on questions I have regarding the job description of a Per Diem RN at Walla Walla Community Hospice. In addition, I understand the position of Per Diem RN is an at-will basis. This means that either the employee or the employer may terminate the employment relationship at any time, with or without notice or reason, unless expressly prohibited by law.

Signature of Employee

Date