



Home Health Registered Nurse

Join our team of dedicated, capable caregivers to provide best-in-class care to those who need it the most, in the comfort of their home.

About Nightingale Care

More than thirty years ago, the agency was founded as Florence Nightingale Nursing Services to treat the most vulnerable patients in the safety and comfort of their own homes. Over the years, the name has changed a few times, but the mission and vision have remained steadfast: **quality and compassionate healthcare in the most familiar and comfortable setting – home.**

*We are dedicated to **excellence in technology-enabled care** provided by honest, responsible and respectful people.*

*We provide a **continuously improving and safe workplace** that encourages creativity, innovation, clear career paths, and personal growth with sound financial performance.*

*We **strive to be the care giver of choice** for our patients and their families, the employer of choice for our co-workers, and a **model of integrity, excellence and innovation** for our industry.*

Qualifications

- Graduate of an accredited school of professional nursing.
- Current Nursing License in Ohio as a professional Registered Nurse.
- Current CPR certification or willingness to obtain.
- Must have a current driver's license, auto liability insurance, and availability of personal, dependable transportation to conduct and supervise home visits.
- Minimum of one-year hospital experience in a JCAHO accredited institution, or documentation of adequate clinical practicum.
- Ability and willingness to use agency EMR software in a paperless environment
- Strong verbal and written communication skills and evaluation techniques and demonstrated knowledge of clinical skills, judgment, current nursing practices and analytical capabilities.
- Home health care experience or knowledge of home health nursing principles and practices.
- Ability to work flexible hours and participate in on-call duties is preferred.



Physical Requirements

- Lifting (up to 50 lbs.)
- Reaching over shoulders
- Walking; climbing; prolonged standing, kneeling, and bending
- Working inside and outside
- Irregular hours
- Contact with pets
- Ability for rapid mental and muscular coordination
- Good speaking, hearing and communication skills

Job Summary

Provides competent, skilled nursing care in the patient's home, including in various situations requiring flexibility, without sacrificing quality.

Provides quality case management and care coordination.

Follows established professional standards of nursing care, and Agency guidelines, policies, and procedures.

Duties and Responsibilities

Patient Interaction

1. Delivers competent, quality patient care in the home.
2. Provides substantial and specialized skilled nursing care in conformance with Agency patient care policies and procedures and professional nursing practice standards.
3. Consults with and educates the patient and family regarding the disease process, self-care techniques and prevention strategies.
4. Initiates appropriate preventive and rehabilitative nursing procedures.
5. Demonstrates and promotes respect for patient/ family rights including confidentiality, privacy and personal property and confidentiality of Agency information.
6. Functions as liaison between the Agency, our patients and their families with respect to the interpretation and description of services.

Plan of Care

1. Develops, implements and evaluates individual patient Plan of Care.
 - a. Develops and initiates a Plan of Care that is compatible to the Physician's orders through assessment of patient needs, condition and environment and in consultation with other health team members.
 - b. Implements, documents and revises the Plan of Care as necessary.
 - c. Prepares clinical and progress notes as well as other documentation required per Agency policy.



2. Regularly consults with patient's physician regarding Plan of Care and patient's current status in response to prescribed care.
3. Regularly confers with other health team members in order to maintain effective coordination of patient care.
4. Evaluates admissions in conformance with established criteria.
5. Participates in planning for client's discharge from service, as needed.
6. Evaluates effectiveness and outcomes of care including a re-evaluation of patient needs every 60 days.

Leadership and Supervision

1. Supervises LPNs and other paraprofessionals (HHAs and PCAs)
 - a. Makes Supervisory visits monthly for LPNs
 - b. Makes Supervisory visits every two weeks for HHAs / PCAs.
2. Maintains communication with team members, supervisors and Record Review Committee as needed.
3. Assists with orientation and training of new clinical staff, as needed.
4. Assigns caseloads and coordinates associated services.
5. Rotates weekend, night and holiday call with staff to facilitate adequate coverage for all patients.
6. Participates in Agency evaluation programs, as instructed.

Agency Procedures

1. Abides by and promotes Agency administrative policies.
2. Maintains a continuing knowledge of competencies related to the nursing profession by participation in formal education programs, conferences, workshops, and professional organization.
3. Participates in staff in-service programs.
4. Participates in competency and training skills performance evaluation of staff.
5. Refers clients to other services within the Agency or to other community resources, as needed.
6. Participates in activities and supports agency policies and procedures designed to maintain continuous Quality Improvement throughout the agency.



7. Practices Universal Precautions and follows agency policies and procedures for infection control and disposal of hazardous waste where relevant to the position.
8. Reports incidents, accidents, and emergencies promptly to the immediate supervisor or his/ her designee. Prepares documentation of these events when requested by agency.
9. Performs other tasks/ duties as assigned by Clinical Supervisor or Director of Clinical Services.
10. Maintains cooperative relationships with agency employees, supervisors, and administration.
11. Complies with employee health requirements.
12. Conveys a positive image of agency when in contact with patients, families, and community at large.

Compensation

Nightingale Care offers competitive compensation and benefits package as well as mileage and other expense reimbursements.