

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

POSITION TITLE: Licensed Practical Nurse (LPN)

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. The LPN is responsible for identifying patient/family needs, coordinating services and providing preventive and supportive care to the terminally ill and their families in accordance with approved Care Plans and Hospice policies and procedures. The LPN functions as a member of the interdisciplinary team under the supervision of the Clinical Nursing Supervisor, R.N. and physician. As a member of the interdisciplinary team, the LPN works under the general direction of the Patient Care Coordinator (PCC), the attending physician, the registered nurse and the interdisciplinary group in providing skilled nursing 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 working 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 LPN demonstrates commitment to the philosophy, goals and objectives of the hospice concept by utilizing teaching, assessment, and intervention skills to maximize the quality of life of patients and families in the Hospice House setting. The LPN 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 as directed within the plan of care. This nurse must proficiently and promptly report changes in patient care to primary RN. The LPN is required to participate as a member of the Interdisciplinary Team (IDG) to plan and provide holistic care to patients and families. Nursing care reflects observations, actions and plans that are in accordance with the IDG 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 licensed practical 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 nursing functions as acquired in the basic nursing preparation program
- Strong written and verbal communication skills
- High emotional resilience and compassion for themselves and others
- Comfortable with end-of-life discussions and process of death with dignity
- Ability to multi-task and adjust to changing situations
- Effective time management
- Detail oriented
- Strong decision-making and critical problem solving skills
- Ability to follow written and oral instructions
- Demonstrates ability to work cooperatively with others and function well within a team
- Confidentiality and HIPAA
- Medical Equipment knowledge
- Basic Computer Skills
- Map Reading Skills

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 basic nursing care in routine situation with clinically and behaviorally stable patients
- Performs a focused nursing assessment including recognizing patient characteristics that may affect the patient's health status, gathering and recording nursing assessment data and demonstrating attentiveness by observing, monitoring and reporting signs, symptoms, and changes in patient conditions in an ongoing manner to an authorized health care practitioner
- Provides nursing care using the nursing process interdependently under the direction and supervision of the RN. The LPN may assist the RN in complex nursing situations by carrying out selected aspects of care.
- Responsible and accountable for the quality of nursing care provided and following standards of nursing conduct of practice
- Contributes to the development of the nursing care plan
- Implements the identified nursing care plans developed by RN
- Assists the RN in identifying new and ongoing case management needs
- Acts as a patient advocate in health maintenance and clinical care
- Performs nursing visits to assigned clients as directed by plan of care
- Take and document measurements of medical history, blood pressure, temperature, heart rate, etc.

- Assist ailing patients in daily necessary activities such as eating, bathing, dressing, etc.
- Ability to perform wound care dressing, insertion of catheter, assist with tests or procedures, etc
- Maintains skill and competencies within LPN scope of practice
- Provides client teaching to promote independence, support dignity of end of life and enable caregivers to provide care.
- Attends continuing education courses as necessary
- 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, assessments, and write comprehensive, accurate reports
- Must be able to take direction, work independently and effectively as part of multidisciplinary team in a positive, professional manner which supports the mission of the organization
- Participates in and contributes appropriate information for Interdisciplinary Group meetings
- Meet regularly with the WWCH nursing staff to review problems or unique issues from patient care; share professional support; and exchange feedback aimed toward enhancing professional growth
- Inform the PCC of unusual or potentially problematic patient/family issues
- Assist with after-hour visits as directed by PCC or designee under the supervision of RN (excludes admission)
- Provide appropriate emotional and psychological support when needed by patient/patient family including 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
- 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
- Accept other assignments as appropriate and within LPN scope of practice

The position of Licensed Practical Nurse at Walla Walla Community Hospice is on 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.

I acknowledge review and understanding of the job duties, responsibilities, qualifications, skills, and knowledge required to fulfill this role.

Employee Signature

Date