



Registered Nurse (RN)

The Registered Nurse furnishes comprehensive client care as assigned by the Case Manager in accordance with the Nurse Practice Act, the basic principles of the professional nurse and the company's policies and procedures. The RN performs functions which require substantial specialized knowledge, judgement and skill based upon the principles of psychological, biological and social sciences and must be able to make nursing judgements accordingly. The Registered Nurse reports directly to the Clinical Manager.

Duties and Responsibilities:

1. Plans, provides and evaluates nursing care in accordance with established policies and procedures and consults with the Case Manager regarding any changes in the care plan.
2. Demonstrates knowledge of current health practices when performing observation and evaluation of client care.
3. Provides total client care to include medications and treatments administered as ordered by the physician, physical and psychological care, and client and family education.
4. Works with families and other health care professionals in providing continuity of client care.
5. Assesses and interprets symptoms and institutes remedial measures within the legal limits of nursing practice within the state of Minnesota, and reports significant changes in client's condition to the Case Manager immediately.
 - A. Exercises professional judgement in adapting nursing measures to changing needs.
 - B. Communicates effectively with all members of the interdisciplinary team.
 - C. Participates in scheduled client conferences as requested.
6. Participates in the afterhours on-call process to ensure client care and staffing issues are addressed and resolved.
7. Follows infection control policies including proper hand washing techniques.
8. Maintains accurate clinical record, preparing clinical and progress notes with follow through of timely record keeping.
9. Assumes responsibility for professional growth and development by actively participating in continuing education, inservice programs, orientation and personnel evaluations.
10. Maintains absolute confidentiality of all information pertaining to clients, families and employees.
11. Maintains a safe client environment and identifies and reports to the office any suspected vulnerable client abuse, neglect, or financial exploitation.
12. Promotes a positive client and employee service image.
13. Exercises judgement in accepting assignments.
14. Participates in the after-hours on call process to ensure client care and staffing issues are resolved.
15. Performs other related duties and responsibilities as assigned by the Branch Office.

Physical/Environmental Demands:

Heavy to Very Heavy. Heavy lifting necessary for client care. Nursing care provided in individual client homes. Must be adaptable to a variety of environments and community settings. Must be able to drive or use public transportation in all types of weather.

Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects. Physical demand requirements are in excess of those for heavy work.

Qualifications:

1. Currently licensed as an R.N. in the state of Minnesota. The license must not have been revoked, suspended, and without limitations or restrictions.
2. Have at least two (2) years' experience in a health care setting.
3. Acute hospital or home care experience preferred.
4. Demonstrates ability to make appropriate nursing judgments.
5. Possess good interpersonal communication and teaching skills.
6. Good organizational skills and the ability to work independently.
7. Excellent written and oral communication skills.
8. Proof of negative mantoux or documentation of negative chest x-ray.
9. Current CPR certification highly recommended.
10. Access to a dependable vehicle or public transportation in order to travel to multiple company business stops a day.
11. A valid driver's license and proof of car insurance when using a personal vehicle for company business.
12. Pass initial and ongoing background studies and screenings including but not limited to those of the Minnesota Department of Health and the Federal Office of the Inspector General's List of Excluded Individuals and Entities.