

KINDERHAFEN PARTNERS

JOB TITLE: Licensed Practical Nurse

REPORTS TO: Charge RN, Nurse Manager, Assistant Nurse Manager, DNS

JOB SUMMARY: Renders professional nursing care to residents in support of medical care and the interdisciplinary team and within the policies of the institution and standards of nursing conduct or practice wac 246-840-700.

The staff member must be able to demonstrate the knowledge and skills necessary to provide care appropriate to the age of the patient served. The individual must demonstrate knowledge of developmental stages, possess the ability to assess the patient's age-specific needs, and provide the care needed as described in Kinderhafen Policies and Procedures and individual Plan of Treatment.

The regular population served by Kinderhafen is 0-18yrs, however it is possible that a person older than 18 could be in residency.

CULTURE/RELIGIOUS ASPECTS: Employee will care for patients of all cultural and religious backgrounds.

ESSENTIAL FUNCTIONS:

1. The licensed practical nurse makes basic observations, gathers data and assists in identification of needs and problems relevant to the clients.
2. Provides data to assist in development of nursing diagnosis, assists in setting priorities for care, carries out planned approaches to client care and performs common therapeutic nursing techniques.
3. Administers and documents medications as ordered and observes and documents resident reactions.
4. Collects specific data as directed, and communicates outcomes of the data collection process in a timely fashion to appropriate supervising persons.
5. Encourages residents to participate in prescribed therapies, dietary regimen and activity programs, as appropriate.
6. Accompanies Residents and families to appointments and outings as appropriate.
7. Assists in health teaching and provides routine health information and instruction
8. Under direction, is accountable for the safety of clients receiving nursing care.
9. Communicate significant changes in client status to appropriate members of the health care team in a time period consistent with the client's need for care.
10. Document on essential client records nursing care given and the client's response to care
11. Act as client advocates in health maintenance and clinical care.
12. Works closely with nursing assistants. Observes skill levels and teaches concepts of nursing care on an informal basis. Assures the nursing assistant has appropriate information to provide care to residents.
13. Knows and is able to carry out approved emergency procedures.
14. Maintains the confidentiality of all resident data.

(reference wac 246-840-700)

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SECONDARY FUNCTIONS:

1. Implements rehabilitative nursing techniques and assists in teaching appropriate residents rehabilitative techniques in order to maximize independence and functional abilities.
2. Offers emotional support to resident's families, e.g., during separation adjustment, the grief process, coping with chronic illness and working with the cognitively impaired resident and his/her family.
3. Organizes work day according to accepted routines and prioritizes activities.
4. Participates in company in-service programs by attending scheduled in-services, suggesting in-service topics, teaching other staff on an informal basis, as required, and by attending approved outside in-service programs and sharing information received with staff.
5. Participates in company meetings, programs, staff meetings and community outreach programs.
6. Maintains a safe, clean and comfortable environment for residents, staff and visitors.
7. May be required to perform other related duties for which the individual is qualified.

EDUCATION: Must be a graduate of an accredited school of nursing with current Washington State licensure as a Licensed Practical Nurse. Seeks out and attends educational offerings to maintain necessary clinical skills.

EXPERIENCE: Prior experience with pediatric patients is helpful. CPR certification as per AHA guidelines at the health care provider level. Food handler's certification.

SKILLS: Interest in and understanding of the special needs of the pediatric client. Has well developed written and verbal communication skills in order to interpret written instructions, communicate and document effectively. Has well-developed motor coordination and manual dexterity in order to perform psychomotor nursing skills. Able to apply the nursing process in problem solving. Able to prioritize appropriately and make sound nursing judgments. Has supervisory skills for immediate supervision of nursing assistants. Maintains confidentiality.

WORKING CONDITIONS: Works in clean, heated and air conditioned areas. Exposure to unpleasant sights, smells, infectious diseases, and combative or rude patients/or family members is possible. Lighting may be kept low at times to provide a low stimulation environment while residents rest. Actual hours worked will be dependent on needs and current staffing patterns. Holiday and weekend coverage is divided among nursing staff. Shift rotation to all shifts may be required although efforts will be made to accommodate needs and preferences.

PHYSICAL DEMANDS: Physical strength, endurance and motor coordination is necessary for long periods of walking, standing, performing psychomotor nursing skills and assisting with lifting, transferring and repositioning residents. Must have good vision, hearing, speech and language abilities in order to perform and communicate nursing activities.

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My job requires that I lift:

	NEVER	OCCASIONALLY	FREQUENTLY	CONTINUOUSLY
UP TO 10 LBS			X	
11-24LBS			X	
25-35LBS			X	
35-50LBS		X		
51-74LBS		X		
75-100LBS		X		
Above 100lbs		x		
STANDING			X	
WALKING			X	
KNEELING			X	
STOOPING			X	
SITTING			X	

Any lifting of 40# or more requires the use of an assistive device and or physical assistance.

Exposure category: Tasks that involve exposure to blood, body fluids, or tissues. This includes all procedures or job related tasks that involve inherent potential for mucous membrane or skin contact with blood, body fluids or tissues, or potential spills or splashes of them.

AGREED TO:

Applicant/Employee Signature

Date

Administrator

DNS