

Mira Vista Care Center

Job Titled: Licensed Practical Nurse / Registered Nurse

Reports to: Director of Nursing

General Purpose:

Responsible for the supervision of delivery of care to a group of residents on a nursing unit. Assesses resident needs, develops individual care plans, administers nursing care, evaluates nursing care, and supervises the NACs in the delivery of nursing care.

Essential Job Functions:

- Utilizes the nursing process to deliver effective, outcome-focused nursing care that meets all state and regulatory requirements.
- Proficient in gathering resident assessment information necessary for development of a comprehensive plan of care
- Contributes input to the discharge planning process based on identified resident needs.
- Able to work collaboratively with an interdisciplinary team, and adds input to the continuous evaluation and revision of resident plans of care.
- Monitors unit environment to assure compliance with facility and state guidelines for safe, comfortable, homelike environment.
- Evaluates resident teaching needs and is a team member in the development and implementation of a teaching plan for resident/family with goal to maximize resident independence.
- Demonstrates skills necessary for the supervision, counseling, and completion of performance reviews of other LPN staff, and NAC caregivers.
- Makes assignments, and assists in staffing the unit when necessary.
- Monitors documentation and follow-up on physician orders to assure accuracy and timely completion.
- Supervises other staff LPNs and NAC caregivers, sets goals for performance improvement, and monitors for practice that is compliant with state, federal and facility expectations.
- Facilitates good team communication and initiates conflict resolution when necessary.
- Recognizes staff for good job performance.
- Assists in the orientation of all new unit staff
- Participates in selected committees and working groups.
- Competent to assist staff with all elements of resident care when necessary
- Demonstrates ethical, professional behavior at all times.
- Role models good work habits, including attendance.
- Demonstrates good communication skills with residents, staff, supervisors, and persons from outside organizations and agencies.
- Understands and applies the Wound/Skill protocol that includes daily charting and care planning

- Is proficient in wound assessment, application and removal of treatments, as well as infection control practices related to all Tx procedures.
- Communicates to the CCM, DNS, and RD of any new or unresolved skin issues.
- Communicates to MD/ARNP, the need for new or different medication or treatment regimes
- Performs other clinically related facility protocols and other duties as assigned by the DNS (i.e. Pain assessment, bowel protocol, skin assessment etc.)
- Maintains adequate inventory of supplies, equipment, and/or medication to meet resident needs.
- Able to verbalize emergency procedures (i.e. fire, earthquake, flood, etc.)
- Documentation is complete, med pass/Tx pass audit is maintained within standard of practice requirements of <5%
- Responds appropriately to resident incidents by efficient and effective use of systems.
- Maintains privacy and confidentiality per HIPAA and all facility policies.
- Attends in-service training to improve or maintain knowledge and skills to ensure professional standards per nursing laws
- Efficient with duties and responsibilities: utilizes time well without attendance issues, is reliable, on time, and works assigned shifts without attendance concerns.
- Is able to delegate tasks, and quality of work demonstrates ability to prioritize and plan appropriately for assigned caseload.
- Professional Leadership: Ability to demonstrate by example, teach and train new staff, foster hope during difficulties, the ability to stay calm during emergencies and direct staff, and communicate team goals.

Physical and Sensory Requirements (With or without the aid of mechanical devices):

Mobility, reaching, bending, grasping, pushing medication carts, lifting and repositioning patients, fine hand coordination, hearing, ability to read and write, ability to verbally communicate with personnel and residents, ability to remain calm during emergencies and when handling multiple tasks.

Qualifications:

- Must hold current license to practice as a Licensed Practical Nurse in WA state
- 1 year of experience in general nursing practice
- Good working knowledge of state and federal regulations.
- Ongoing pursuit of continuing education in areas of clinical skills, personal growth, and development
- Demonstrate effective teaching skills
- Proven ability to communicate effectively with staff and clients
- Must be capable of maintaining regular attendance.

- Must meet all local health regulations, including background checks and reference inquiries.
- Must be capable of performing the essential job functions with or without reasonable accommodation.

Job Description Review:

I understand this job description and its requirements, and that I am expected to complete all duties as assigned. I understand the job functions may be altered from time to time. I agree to inform my supervisor at the time of hire, about any essential job function that I am not able to perform, with or without accommodations, and any accommodations that are required to enable me to perform these duties.

Employee Signature: _____

Supervisor Signature: _____