Home Health Registered Nurse
Job Description

Reports to:
Work Site Supervisor

Revised: 05/2012

General Purpose:
The Home Health Registered Nurse maintains standards of professional nursing practice in the home care setting under the direction of the work site supervisor. They are responsible for assessing and providing care within the scope of their educational preparation and knowledge; permitted by the policies and procedures of Supplemental Health Care and the home care agency requesting the services; and permitted by other local, state and federal guidelines.

Essential Functions: (may vary by setting and / or client)
- Responsible for providing nursing care through all phases of care taking into consideration age and developmental needs.
- Collaborate and support plan of care as determined by the physician and healthcare team; treat patients accordingly as approved by the physician. Performs periodic re-evaluation of the patient as necessary and makes adjustments in the patient's treatment program.
- Provide treatment to patients per protocols, utilize OASIS assessment and documentation.
- Perform on-going periodic system assessment and data collection in a systematic manner, focusing on: psychological, psychosocial, cultural spiritual and cognitive status; nutrition; pain; patient/family education; family involvement and patient advocacy; patient and patient’s equipment needs.
- Facilitates timely discharge based on goals and in accordance with client policies and procedures.
- Educates and instructs the patient, patient’s family and other staff as required.
- Counsels the patient and family in meeting nursing and related needs.
- Supervises and teaches LVN’s, HHA’s as required for patient care according to law and regulations.
- Provides nursing care through all phases of care with consideration of age and developmental needs.
- Documents all care, intervention and care coordination per law, regulation and agency policy.
- Notifies patient's physician and responsible staff of significant changes in a timely manner.
- Coordinates all services provided; consults with other health professionals as needed.
- Effectively plans, organizes, sets priorities and completes work assignments with minimum direct supervision per agency policies; within established time frames.
- Assists Supplemental Health Care in determining skill and specialties.
- Accepts only assignments for which qualified.
- Verbalizes knowledge and purpose of patient rights and responsibilities.
- Complies within institutions policies and procedures.
- Communicates with Supplemental Health Care regarding problems and concerns.

Minimum Requirements:
- Education: Graduate of an accredited School of Nursing.
- Licensing: Licensed to practice as a Registered Nurse with active licenses in the state(s) in which employed and practices.
- Training and experience: Unless otherwise indicated, one year of current experience within the last three years in a comparable job classification required.
- Maintenance of current Cardio Pulmonary Resuscitation (CPR) for HealthCare Workers or Basic Cardiac Life Support (BCLS) certification for HealthCare workers.
- Educated on and compliant with HIPAA regulations; maintains strict confidentiality of client information.
- Complies with Infection Control, Standard Precautions and OSHA standards for the healthcare professional.
- Able to wear personal protective equipment (e.g., face mask, goggles, latex/non-latex gloves) as needed.
- Ability to work effectively within role independently and with other team members.
- Ability to organize and complete work in a timely manner.
- Ability to read, write and effectively communicate in English.
- Ability to understand medical/surgical terminology.
- Health Requirements- In good health and able to work without restrictions as evidenced by Health Statement.

Revised: 05/2012 ©2012 Supplemental Health Care Home Health RN Job Description Page 1 of 2
• Compliance with Supplemental Health Care’s pre-assignment and medical requirements including: current TB screen, or Chest X-ray and questionnaire if proof of positive TB screen; Measles/Mumps/Rubella immunizations or titers indicating immunity; Hepatitis B Information or Waiver; and any additional state or facility medical requirements.

• Physical Demands-Stooping, turning, bending, squatting, kneeling and the ability to lift up to 50 pounds; constant/repetitive standing; requires normal, correctable vision and hearing, and the ability to accurately discern color as necessary to perform job functions.

The above statements reflect the general details necessary to describe the principal functions of the job as identified, and shall not be considered as a detailed description of all work requirements that may be inherent in the position.

In the following paragraphs, Supplemental Health Care is referred to as the “Company”. The Health Care Professional will receive or have access to information about the “Company’s” customers, referral sources, Health Care Professionals and applicants, as well as information including, but not limited to customer lists, applicant lists, applicant resumes, information pertaining to customer business preferences, computer programs, financial data, contracts, statistics, manuals, files, techniques and procedures, all of which is the “Company’s” confidential property and which shall be considered “Trade Secrets”. The Health Care Professional agrees to keep all Trade Secrets in strictest confidence at all times and acknowledge that these belong to the “Company” or are related to its business. At no time during or after work status will the worker use or disclose to any person any Trade Secrets belonging to the “Company” or the “Company’s” predecessors and successors of interest, or its subsidiaries, affiliates, licensees, or franchisees, used or made available to them in the course of their work status. Immediately upon the termination of work status, or upon request by the “Company”, the Health Care Professional will return to the “Company” all Trade Secrets and other materials or property of the “Company” in their possession, including all copies thereof, in whatever form they exist.

The Health Care Professional will receive or have access to information about patient/client medical records (“Patient Information”), all of which is confidential property. The Health Care Professional agrees to keep all Patient Information in strictest confidence at all times. At no time during or after work status will the Health Care Professional use or disclose to any person any Patient Information made available to them in the course of their work status. Immediately upon the termination of work status, or upon request by the “Company”, the Health Care Professional will return all Patient Information and other materials or property in their possession, including all copies thereof, in whatever form they exist. Violation of confidentiality is cause for disciplinary action, including immediate termination.

Furthermore, the Health Care Professional will read and abide with the policies outlined in the “Orientation Handbook for Health Care Professionals” and is responsible to comply with any revisions that are communicated. The “Orientation Handbook for Health Care Professionals” describes important information about Supplemental Health Care; the Health Care Professional should consult their representative regarding any questions not answered in the handbook.

Health Care Professionals will be required to follow any other job-related instructions and to perform any other job-related duties requested by a supervisor on behalf of the “Company”. All duties and responsibilities contained in this job description are essential job functions.

This document does not alter the “at will” nature of the relationship between the “Company” and Health Care Professional.

**Health Care Professional Acknowledgement:**
I have reviewed my job description and agree to perform all duties mentioned to the best of my ability. I understand my job duties may change as the needs of the department change. I further agree to notify my immediate supervisor, if I am unable to complete any of my job duties in a timely manner.

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Signature

Name & Title  **(please print)**  Date