Cedar County
Tipton, Iowa
Position Description

Position title	Home Health Registered Nurse
Reports to	Home Health Manager

Position purpose

The Home Health Registered Nurse provides care to patients of all ages and cultures and at all stages of health and illness, including end of life, addressing the psychosocial, physical, environmental, and health-related behaviors identified needs in order to obtain the optimal health status of the patient with the objective to allow the patients to remain safely in his/her place of residence for as long as possible.

Key position responsibilities (with a sample task)

- Provide quality, evidence based nursing care to home health patients utilizing the Nursing Process (Assessment, Diagnosis, Outcomes, Planning, Implementation [coordination of care, health teaching and health promotion, consultation and prescriptive authority and treatment] and Evaluation)
    - I.E. The home health registered nurse collects comprehensive data pertinent to the patient's health &/or situation. Data includes but not limited to physical, functional, psychosocial, emotional, cognitive, sexual, cultural, age-related, environmental, spiritual/transpersonal, and economic assessments in a systematic and ongoing process while honoring the uniqueness of the person.

- Maintain accurate, detailed documentation of the Nursing Process
    - I.E. The home health registered nurse electronically documents all findings and actions provided during each care episode and all care coordination activities.

- Initiate, coordinate, manage, and evaluate consultations with health care team members and significant others to the patients
    - I.E. The home health registered nurse shares pertinent patient information with appropriate health care providers, regulatory surveyors, representatives from payer sources, and others in compliance with HIPAA federal laws.

- Direct and supervise less skilled nursing/health care personnel
    - I.E. The home health registered nurse develops the plan of care for the home health aide to provide services to a patient, provides verbal and written instructions for the home health aides, and directly and indirectly observes the home health aide providing services to the patients.

- Identify and analyze information and evaluation results using critical thinking skills by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events to choose the best solution and solve problems
    - I.E. The home health registered nurse continually processes all patient data to recognize and appropriately initiate changes in the patient's physical, psychosocial, environmental, and health related behaviors treatment to prevent decline in the patient's health status.

- Use relevant information and individual judgment to ensure events or processes comply with departmental policies and procedures, federal and state laws, regulations, rules, or standards
    - I.E. The home health registered nurse recognizes the difference between dependent nursing actions and independent nursing actions and practices within

the Registered Nurse Scope of Practice as defined by Iowa Administrative Code 655.

- Recognize and implement fiduciary responsibility
  I.E. The home health registered nurse demonstrates knowledge of the Centers Medicare & Medicaid Services (CMS) Manual relating to Medicare General Information, Eligibility, and Entitlement, Medicare Benefit Policy, Medicare Claims Processing, Medicare State Operations, Medicare Quality Improvement Organization, State Medicaid, Medicare Managed Care, Outcome and Assessment Information Set (OASIS) and other regulations impacting a home health patient.

Qualifications

Education and Experience

Bachelor, Associate, or Diploma in Nursing from an accredited school of nursing. One year of prior nursing experience preferred. Home Health or Public Health experience preferred.

Specialized Knowledge

Must be able to successfully complete education and/or certification in Basic Life Support, infection control, blood borne pathogens, age specific competencies, medication review, National Incident Management System Incident Command System training ICS 100, ICS 200, ICS 700, ICS 800, and ICS 2200 and other education and competencies as assigned by the Manager or Director. Must comply with Iowa law regarding continuing education mandated for licensing. Comprehension of home health reimbursement.

Skills

- Active listening
- Reading comprehension
- Critical thinking
- Instructing/teaching
- Communication—verbal, non-verbal, written
- Time management
- Monitoring
- Active learning
- Coordination
- Judgment and decision making
- Learning strategies
- Complex problem solving
- Mathematics
- Persuasion
- Negotiation
- Equipment selection and usage
- Customer and personal service
- Collaboration
- Motivator
- Disease management
- Team member

Abilities

- Problem sensitivity
- Oral expression and comprehension
- Inductive and deductive reasoning
- Written expression and comprehension
- Speech recognition
- Selective attention

- Information ordering
- Manual dexterity
- Clinical decision making in applying the nursing process
- Advocating

Certifications
Must have and maintain a current Iowa Board of Nursing license to practice as a Registered Nurse and a valid Iowa Driver's license.

Working conditions
Required to travel, drive and walk in all weather conditions including extreme cold and heat, rain, storm, wind, sleet, and ice. May be exposed to temperature changes, pests, smoke, pets, excrement, chemicals, and blood and other bodily fluids. Required to function wearing appropriate personal protective equipment.

Must effectively interact with people of all ages experiencing physiological and psychosocial issues which may be exhibited by abnormal and threatening behaviors.
Will be on call during weekends, evenings, nights, and holidays in rotation with other staff nurses.

Physical requirements
Regularly required to stand, walk, stoop, kneel, crouch, crawl, sit, climb and, balance. Must frequently and consistently carry, lift and/or move up to 40 pounds. May need to assist in lifting and/or moving heavier weights. Must be able to talk, hear, taste, and feel. Must be able to see at close and far distance, colors, peripherally, and have ability to adjust focus. Must be able to enter information into electronic format for extended periods of time.

Direct reports
Responsible for the direction and supervision of Home Health Aides and other personal care providers.

Internal and External Contacts
Internal: Case Management, Emergency Management, Cedar County Attorney, Veteran Affairs Office, General Relief Office, Environmental and Zoning Office, Auditor's Office, Human Resource

External: Providers and Providers' Offices, Pharmacies, Laboratories, Agency on Aging—Heritage, Senior Dining, Volunteer Services, Hospitals, Therapy Offices, Families of patients, Care givers, Schools, Insurance Companies, outside Home Health Agencies, Hospice Agencies, Department of Human Services, outside Case Managers, Group Homes, Payees, Riverbend Transit, and others as necessary

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Approved by:	*Cedar County Board of Health*
Date approved:	September 16, 2016; May 2022
Reviewed:	

This position description is not intended to be all-inclusive. Employees may perform other related tasks as assigned to meet the ongoing needs of the organization.

Employee Signature _____
Date _____