

JOB DESCRIPTION

Job Title: LPN

Department: Nursing

FLSA Status: non-exempt

Minimum Eligibility Requirements:

- Licensed LPN in good standing with State Licensing Bureau
- At least 1 year of nursing experience preferred
- Ability to remain calm under stressful situations
- Effective and clear communications with residents, staff and resident families, vendors and the general public
- Must be computer literate to perform function of position. Understanding or experience with electronic medical records and other related software programs a plus
- Must be able to pass criminal and drug background tests as required by Bureau of Licensing and corporate policies
- Must be able to work respectfully and compassionately with older adults and memory impaired residents and their families
- Long Term Care (LTC), Nursing Home, Assisted Living, Home Health Care experience, **Dementia Care Experience preferred**
- Experience in performance management and effective leadership helpful

Essential Functions:

- Perform nursing procedures as outlined by Idaho State Board of Nursing
- Ensure compliance and understanding of all state regulations and residents' rights according to Department of Health and Welfare
- Rotating "on-call" - compensated
- Interact on a professional level with resident's physician, pharmacist and other medical personnel as needed
- Assist residents with care activities and medication as needed and required
- Train, guide and direct nursing staff in the day to day care giving activities of residents (i.e. bathing, illness recognition, etc.)
- Manage all resident medication orders: the receiving, documenting, distribution and discontinuation
- Comply with the Department of Health and Welfare and Orchard Ridge policies and procedures
- Awareness of MSDS materials, infection control practices and protective precautions
- Develop and implement resident care plans based on family interviews and identification of resident needs to include but not limited to:
 - Coordinate with RN and DON regarding admission, care plans, NSA's, and team/family meetings
 - Participate in selected family meetings (i.e. hospice intake, level change, care conferences, etc.)
 - Maintain awareness of resident status and record updates in NSA
 - Coordinate change of status and/or level change with DON and Finance Director
 - Maintain current and accurate resident records as outlined in policies and procedure manuals
- Respond to resident emergency call system
- Meet customer service standards in a friendly, helpful and courteous manner and monitor the same among staff for all external and internal customers
- Excellent interpersonal and conflict resolution skills
- Periodic physical assessments, behavior and psychotropic medication review/reporting
- Review daily charting and perform nursing assessments as necessary
- Incident report review
- Work closely with Hospice program and family for end of life care

Training:

- Maintains and supports monthly meetings
- Attend all required in-service training

- Provide necessary ongoing staff training and compliance to local, state and federal policies
- Coordinates with all resident related services.
- Supports activity program and resident participation and engagement

Working Conditions (travel, hours, and environment):

- Ability to work full time on dedicated schedule as well as rotating on-call

Physical /Sensory Requirements (with or without the aid of mechanical devices.)

- Medium work- Ability to exert 20-50 pounds of force occasionally, and/or 10-25 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to lift, carry, push, pull, or otherwise move objects

Compensation:

- Compensation DOE. Benefits include paid vacation, sick leave, health insurance, 401k, health club membership