



Grace Management, Inc.

A Leader in Management & Marketing Solutions

JOB DESCRIPTION

Grace Management, Inc.

Position: Licensed Nurse (RN/LPN/LVN)

Reports to: Wellness Director

Summary of Duties

Licensed staff serve as the supervisor in charge for their shift. As the team leader on their shift, they coordinate resident care, designate tasks and assignments to RAs/MTs and monitor the overall functioning of the Wellness Department for the shift. They also are responsible for residence decisions in the absence of the Executive Director and Wellness Director. This position reports to the Wellness Director.

Essential Functions

- Plans and delegates work assignments assuring effective shift coverage. Coordinates care on his/her shift.
- Participates in and supervises the delivery of personal care to residents.
- Implements the service plans and collects data regarding the health status of residents.
- Acts as team leader for shift. Coaches and counsels RAs and MTs regarding care practices and standards. Follows proper disciplinary procedures if RAs/MTs are not following residence policies and procedures. Writes disciplinary reports per residence protocol.
- Maintains professional demeanor at all times when interacting with residents and families.
- Uses tactful, diplomatic communication techniques in potentially sensitive or emotionally charged situations.
- Reports any suspected or witnessed instances of verbal, mental, or physical abuse to Wellness Director and takes appropriate action.
- Administers medications according to the physician order on the medication administration record (MAR).
- Documents medications administered on the MAR in accordance with company policy. Checks MARs immediately after administration and prior to end of shift to ensure documentation is complete and accurate.
- Conducts change of shift report with oncoming/outgoing shift personnel.
- Maintains security of medication cart and narcotic keys during entire shift. Conducts narcotic count at the beginning and end of every shift in accordance with RSL policy and procedure.
- Transcribes physician orders, reviews MAR's for accuracy and notifies pharmacy of changes.
- Responds to emergencies in a prompt, calm manner.

- Orients & assists with on-the-job training of new associates and participates in evaluation of knowledge, skills and abilities of associates on his/her shift. Reports findings to Wellness Director.
- Monitors e-call system equipment to ensure proper working condition and caregiver response to e-call to assure timely assistance.
- Monitors and maintains resident charts. Reports significant changes in a resident's condition to the physician and responsible party and documents in the resident's chart all observations, follow through and any new orders/instructions from the physician.
- Understands and uses Centers for Disease Control and Prevention (CDC) Standard Precautions, OSHA's Occupational Exposure to Bloodborne Pathogens and other safety rules.
- Operates designated medical equipment, copy, scan and fax machines and telephone.
- Documents and reports resident incidents as required by state regulations.

Non-essential functions

- Participates in and supports the resident-centered activities program.
- Demonstrates the ability to function as a team member in sharing responsibilities for the administration of resident services in cooperation with all members of the team.
- Keeps Wellness Director informed of all changes in resident's health and/or any problems within the shift.
- Participates in all staff meetings and attends other meetings as required.
- Demonstrates an appreciation of the heritage, values, and wisdom of the residents and an understanding of the aging process.
- Performs other duties as assigned by Wellness Director.

Required Knowledge, Skills, Abilities and Experience

- Graduate of accredited school of nursing
- Must be a licensed nurse in state where you work
- Minimum of two years nursing experience
- Ability to read and write in English.
- Experience in an Assisted Living setting preferred
- Dementia care experience preferred
- Be in good physical health and free of communicable diseases. Lifting, bending and pushing medication cart about residence is required. Must be able to lift 40 pounds.
- Completion of drug testing and criminal background check upon hire and upon request of supervisor.

Statement of Understanding

I have read and understand the position description and essential functions provided to me for the above position. By my signature, I confirm that I:

(Please check one of the following.)

_____ Can perform all of the essential functions of the position.

_____ Cannot perform all of the essential functions of the position.

I also understand this is not a job offer nor is it intended to be any guarantee of future employment opportunities. This does not construe a contract and I understand that any employment offers are on an at-will basis and does not guarantee employment for any specified time period.

Associate Signature:		Date:	
Supervisor Signature:		Date:	

TO BE RETAINED IN ASSOCIATE'S PERSONNEL FILE - COPY TO ASSOCIATE