



JD034

Job Description: Nurse
Approved: June 19, 2000

Howard Chandler
Executive Director

Susan Smith
Administrator

NURSE

A. REPORTING REQUIREMENT

The Nurse reports to the Director of Nursing.

B. GENERAL SCOPE

The Nurse position is designed for a Registered Nurse or Licensed Practical Nurse licensed by the State of New Hampshire. The primary responsibility is direct care to ICF level Nursing Residents and supportive care to Assisted Living Residents.

C. DUTIES AND RESPONSIBILITIES

1. Works in a safe manner at all times.
2. Implements care in accordance with applicable local, state, and federal standards and regulations.
3. Follows all policies and standards required by Taylor Community.
4. Administers medications to both Assisted Living and Nursing Residents in observance of the five rights of medication administration.
5. Participates in the creation of the nursing care plan, the multi-disciplinary care plan team, and the MDS process.
6. Provides care in accordance with the Nursing Process of Assessment, Planning, Intervention, and Evaluation.
7. Assigns and supervises Resident care provided by the Licensed Nursing Assistants (LNA's) and assists with the orientation and continued training of LNA's.

8. Supervises medication administration provided by the Medication Nursing Assistants (MNA's) and assists with the orientation and continued training of MNA's. Revises MNA assignments as needed.
9. Assists with infection control surveillance, education, and prevention of infections.
10. Participates in CQI projects as assigned.
11. Coordinates necessary lab testing, interpretation of results, and communicates the results with the physician and the need for change in the treatment plan in a timely fashion.
12. Any other duties as assigned within the Nursing Scope of Practice.

D. PHYSICAL REQUIREMENTS

1. Ability to perform the duties and responsibilities of the position.
2. Visual and aural acuity to detect changes in conditions of Residents.
3. Ability to communicate and comprehend information to and from others in English verbally and in writing.

The maximum physical demands for all the job functions that are performed are as follows:

Job Requires:	Continuous	Frequent	Occasional					
Part of the day	100-67%	66-34%	33-1%					
Based on 8 hr shift	321-480 min	163-316 min	48-158 min	Job requires:				
Bending	X			Maximum lifting/carrying: 30 lbs.				
Kneeling		X		Frequent lifting/carrying: 15 lbs.				
Squatting		X		Ability to Push (Rolling): 50 lbs. occasional				
Climbing		X		Ability to Pull (Rolling): 50 lbs. occasional				
Standing	X			Does Job Require Repetitive Motion?				
Walking	X				Wrist	Elbow	Shoulder	Ankle
Sitting	X			Right	X	X	X	
Reaching		X		Left	X	X	X	
Driving			X					
Fine Motor Skills	X							

E. WORKING CONDITIONS

1. Possibility of cuts or minor injuries from instruments or equipment.
2. Possibility of exposure to communicable diseases and infections.
3. Possibility of injury from transferring, repositioning, ambulating, or lifting Residents, and/or injury from Residents exhibiting aggression.
4. Subject to moving furniture and supplies.
5. Subject to exposure to latex.
6. May be subject to exposure to electrical, mechanical, chemical, infectious or biological hazards.

F. DRESS CODE

1. The Nurse is expected to present a clean and professional appearance at all times.
1. Taylor Community nametag must be worn while working.
2. White uniform is not required. "Street clothes", with or without lab coat, are acceptable. The wearing of jeans or denim material outfits, tight fitting pants, stirrup pants, revealing blouses or dresses, jogging suits, sweat suits, tee shirts, or shorts is not permissible.
3. The wearing of costumes or special outfits is permissible during planned theme activities.
4. Jewelry, fingernails, and hair must not interfere with job function, performance, or infection control practices.
5. Shoes must be clean and in good repair. Shoes must provide good foot support and traction on carpet and linoleum. Open-toed shoes, sandals, or boots are not acceptable. Heels are to be no more than 1" in height.
6. Stockings, socks or panty hose are to be worn.
7. Make-up and perfume must be subtle and professional.

G. EDUCATION AND PERSONAL SPECIFICATIONS

1. Registered Nurse (RN) or Licensed Practical Nurse (LPN) licensed by the State of New Hampshire.
2. One year's experience in long-term care is preferred.

H. COMPUTER SKILLS

Computer competency with the programs utilized by the Nursing Department shall be achieved within three (3) months of hire.

I. SCHEDULE

As determined by Supervisor.

J. SALARY RANGE

Commensurate on experience.

K. REVISION HISTORY

05/03/02, 07/04

Reviewed: