



MISSION POINT HEALTHCARE SERVICES

Job Description

Title: Licensed Practical Nurse

Reports to: Director of Nursing - Facility

Position Summary:

The LPN provides quality nursing care to residents; implements specific procedures and programs; coordinates work within the department, as well as with other departments; reports pertinent information to the immediate supervisor; responds to inquiries or requests for information; and assists the immediate supervisor with tasks to support department operations.

Core Responsibilities:

1. Provides quality nursing care to residents in an environment that promotes their rights, dignity, freedom of choice and individuality as illustrated by the following:
 - a. Maintains the comfort, privacy, and dignity of residents in the delivery of services to them. Interacts with residents in a manner that displays warmth and promotes a caring environment.
 - b. Is knowledgeable of the individualized care plan for residents, and provides support to the residents according to their care plan. Contributes to the care planning process by providing the team with specific information and observations of the residents' needs and preferences.
 - c. Fully understands all aspects of residents' rights, including the right to be free of restraints and free of abuse. Is responsible for promptly reporting to the charge nurse or administrative staff incidents or evidence of resident abuse or violation of residents' rights.
 - d. Assists in maintaining a safe, neat and clean environment; reports environmental deficiencies to the charge nurse such as lighting or equipment problems.
 - e. Provides individualized attention, which encourages each resident's ability to maintain or attain the highest practical physical, mental and psychosocial well-being.
 - f. Supervises nurses' aides and assistants.
 - g. Work as part of a health care team to assess patient needs, plan and modify care and implement interventions.
 - h. Evaluate nursing intervention outcomes, conferring with other health-care team members as necessary.
 - i. Observe patients, charting and reporting changes in patients' conditions, such as adverse reactions to medication or treatment, and taking any necessary action.
 - j. Administer prescribed medications or start intravenous fluids, and note times and amounts on patients' charts.
 - k. Administers treatments as ordered, monitoring effectiveness and documenting response.
 - l. Measure, record and monitor patients' vital signs, such as height, weight, temperature, blood pressure, pulse and respiration.
 - m. Collect samples such as blood, urine and sputum from patients, and perform routine laboratory tests on samples.
 - n. Notifies physician of results of diagnostic tests.
 - o. Documents care provided in a complete and clear manner.
 - p. Attends to the individual needs of residents, which may include assistance with grooming, bathing, oral hygiene, feeding, incontinent care, toileting, colostomy care, prosthetic appliances, transferring, ambulation, range of motion, communicating or other needs in keeping with the individuals' care requirements.
 - q. Protects the personal belongings of each resident, including eyeglasses, dentures, hearing aids, furnishings, jewelry, clothing and memorabilia. Promptly reports missing items according to established policy and participates in efforts to locate missing items.

- r. Provides care that maintains each resident's skin integrity to prevent pressure ulcers, skin tears and other damage by changing incontinent residents, turning, repositioning immobile residents and by applying moisturizers to fragile skin and other areas.
 - s. Answers residents' call bells promptly and courteously.
 - t. Assists with orienting residents and their families to the nursing home on admission and to the unit when transfers occur.
 - u. Lifts, moves and transports residents, using proper body mechanics or lifting devices for accident prevention.
 - v. Communicates and interacts effectively and tactfully with the residents, visitors, families, peers and supervisors.
 - w. Practices careful and efficient use of supplies and linen and follows established charge procedures for resident charge items.
 - x. Performs all job responsibilities in accordance with prescribed safety and infection control procedures, including thorough hand washing, use of disposable gloves where indicated and proper disposal of soiled materials.
 - y. Walks extensively to and from various locations of the unit while making rounds and transports residents within the facility.
 - z. Promotes a homelike environment for residents.
2. Responds to inquiries relating to his or her particular area or to requests from residents, visitors and other personnel within given time frames and established policy.
 3. Maintains confidentiality of patient information in compliance with policies and regulations.
 4. Completes mandatory training provided by facility in a timely manner.
 5. Other duties as requested.

Minimum Qualifications:

- Must hold a current LPN License in the State of Michigan
- Must be able to read, write and understand the English language