**POSITION TITLE:** SAFEMED Community Health Worker Licensed Practical Nurse (LPN)

**JOB SUMMARY:**

Responsible for assisting the Advanced Practice Registered Nurse in implementing the plan of care for a group of patients and functioning in a technical role in providing quality patient care. Models appropriate behavior as exemplified in the Mission, Vision and Values of the program.

**EDUCATION/TRAINING REQUIRED**:

* Graduate of approved vocational nursing program.
* Licensed Practical Nurse with current license to practice in the state of Tennessee.

**RELEVANT EXPERIENCE REQUIRED**:

* Mathematical skills to perform pharmaceutical calculations which include adding, subtraction, multiplication, and division of whole numbers, common fractions, and decimals
* Ability to speak and communicate effectively with patients, nursing staff, physicians, and other health professionals.
* Must be competent in the electronic data entry, as well as Microsoft Office program or programs (Word, Excel, PowerPoint), data entry in software, e.g., and mechanisms for digital imaging in telemedicine

**PATIENT GROUPS SERVED**

 [ ]  Neonates (0-28 days) [ ]  Children (2-12 years) [x]  Adults (18-64 years) [ ]  All Patient Groups

 [ ]  Infants (29 days – 23 months) [ ]  Adolescents (13-17 years) [x]  Geriatrics (65 years and older) [ ]  N/A

**PHYSICAL DEMANDS/CONDITIONS:**

* The physical activities of this position may include climbing, pushing, standing, hearing, walking, reaching, grasping, kneeling, stooping, and repetitive motion.
* Must have good balance and coordination.
* The physical requirements of this position are: medium work - exerting up to 50 lbs. of force occasionally and/or up to 25 lbs. of force frequently and repetitive motion such as typing in an electronic data management system
* Reauired to have close visual acuity including color, depth perception, and field of vision to perform an activity, such as assessing patients, preparing and analyzing data and figures; transcribing; viewing a computer terminal; or extensive reading.
* Frequent invasive and non-invasive patient contact.
* Exposure to patient body fluids as well as exposure to hazardous or poisonous materials.
* Ability to react quickly to emergency situations.
* Ability to drive a car
* Ability to react quickly to emergency situations.

**INTERNAL CONTACTS:**

* Regular contact with the nursing, physician, and pharmacy staff, and physician office personnel.

**EXTERNAL CONTACTS:**

* Frequent contact with patients, patient family members, and visitors.
* Occasional contact with physician office personnel and representatives from community agencies.

**SUPERVISION PROVIDED BY THIS POSITION TITLE:**

* There are no supervisory or lead responsibilities assigned to this job.

**STATEMENT OF NON-INCLUSIVITY:**

* This job description is not to be construed as a complete listing of the duties and responsibilities that may be given to any employee. The duties and responsibilities outlined in this position may be added to or changed when deemed appropriate and necessary by the person who is managerially responsible for this position.

**JOB FUNCTIONS – Community Health Worker Licensed Practical Nurse (LPN)**

**1. Contributes to the nursing assessment by collecting, reporting, and recording objective and subjective data.**

**Standards:**

* Obtains and documents objective and subjective data through physical observation, interaction with patient and significant others and review of records, within the established timeframe.
* Collects discharge planning data at time of patient's admission and throughout patient's stay and reports to the Registered Nurse.
* Communicates pertinent patient information to the Registered Nurse for use in developing the plan of care.

**Comments/Examples:**

**2.** **Provides direct care in a safe manner.**

**Standards:**

* Documents medications accurately and within established timeframes on Electronic Data Form.
* Performs and documents activities and procedures within established timeframes.
* Provides and documents ADLS in a caring and professional manner.
* Performs blood glucose monitoring, i.e., calibrates machine, completes procedures and monitors quality control on selected units.
* Takes blood pressure according to hospital policy
* Evaluates exacerbations and symptoms of diagnosed conditions or diseases and reports exacerbations to the APN
* Incorporates environment safety factors into patient plan of care.

**Comments/Examples:**

**3. Evaluation of the plan of care on a continuous basis.**

**Standards:**

* Provide intensive outreach via home visits within 72 hours of discharge
* Provide monthly phone follow up
* Complete a medication review of what the patient is actually taking at home and drug disposal to reduce risks associated with the accumulation of unused and expired medications.
* Educates patient during the home visit will ensure the participant understands how to take medications properly using teach back of documented MTM, is aware of signs and symptoms of adverse drug events and symptom worsening and knows who to call
* Provides adherence aids
* Assists in scheduling visits to see pharmacist and primary care provider
* Provides routine screenings for blood pressure, HbA1c, and peak flow spirometry and a healthy meal.
* Documents the response of the patient and family to nursing care delivered
* Communicates observations to the Advanced Practice Registered Nurse for revision of the plan of care, in particular with urgent needs.
* Interacts with patient/family and patient care team members in order to contribute to the revision of the plan of care.

**Comments/Examples:**

1. **Effectively communicates in writing and orally with patients/families and other health team members.**

**Standards:**

* Participates in establishing and maintaining a therapeutic relationship with patient and family.
* Written documentation is legible.
* Documentation includes data, interventions, and responses.
* Implements the teaching plan and documents responses.
* Effectively communicates to Advanced Practice Nurse and Primary Care Provider changes in patient status.

**Comments/Examples:**

**5. Participates in activities designed to improve health care delivery in assigned area.**

**Standards:**

* Demonstrates personal responsibility for individual nursing actions.
* \* Consults with Nurse Leader and/or other health team members and seeks guidance as necessary.
* \* Identifies practice abilities and limitations and obtains instruction and supervision as necessary when implementing essential functions of practice.
* \* Provides unit personnel with feedback regarding performance.
* \* Significant incidents are documented and reported through chain of command.
* \* When delegating nursing intervention:
1. Delegate to another only those nursing measures, which they are qualified to perform.
2. Supervise those to whom nursing activities were delegated.
* \* Applies and supports hospital policies and procedures, goals, and standards.
* Completes mandatory and unit specific requirements in timely manner without prompting.

**Comments/Examples:**