



MESCALERO APACHE TRIBE Position Description

JOB OPPORTUNITIES

Position Title: Registered Nurse (RN) and LPN's
Department: Mescalero Care Center
Supervisor: Director of Nursing
Employment Status: Non-Exempt

Continuously Accepting

Job Summary

The RN and or LPN will assume the responsibility for nursing services delivered to all residents of a designated shift. Registered and Licensed nurses provide direct care, administers treatments and medications, organizes and distributes daily assignments to direct care staff consistent with staff competency and each individual resident's comprehensive resident assessment and plan of care. The incumbent will be responsible for the supervision of direct care staff and makes decisions regarding resident care needs during shift within scope of clinical competence, consistent with facility policy and procedures.

This position description may not include all of the listed duties, nor do all of the listed examples include all tasks, which may be found or assigned to this position.

Duties/Responsibilities

- Assumes self-responsibility for all direct patient care activities as indicated by the Registered Nurse within the scope of the Nurse Practice Act and the Home Health Care policies and procedures.
- Supervises direct care staff.
- Gives direct patient care according to the therapeutic plan and individual patient needs as directed by the patient care plan.
- Provides appropriate information to assist the LPN in the preparation and maintenance of an effective patient care plan.
- Records on the patient's official record a detailed report of care given which reflects the therapeutic plan and specific aspects of the patient care plan.
- Reinforces instructions given to the patient by the physician and LPN and or RN's and refers new needs for instruction to the Registered Nurse.
- May administer prescribed medications to patients under the specific policies and procedures.
- Performs selected prescribed treatment and nursing measures for the patient under specific guidelines.
- Notifies the Registered Nurse of significant findings or changes in the patient's physical or mental conditions.
- Initiates C.P.R. procedures when there is a sudden cessation of heartbeat or respirations.
- Initiates emergency assistance as per policies and procedures.
- Acts as a role model for ancillary personnel.
- Maintains the confidentiality of the patient's clinical records.
- Attends staff development programs as related to the Home Health Care and current practices in nursing.
- Practices within the limits of the Nurse Practice Act and understands legal consequences of nursing action.
- Involves patient and/or family in care of patient as appropriate.
- Interacts effectively with other members of the Health Care Team in a positive and team environment. .
- Keeps skills up to date and increases knowledge and productivity.
- Participated in nursing conferences.

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Licensed Registered Nurse

- Seeks educational opportunities to increase clinical competency.
- Insures privacy for patient and confidentiality of condition and personal information.
- Preparing and recording clinical notes for the clinical records in accordance to internal polices and processes.
- Reporting any changes in the patient's condition to the case manager.
- Performing assigned act, including the administration of treatments and medications, in the care of the patient.
- Other duties as may be assigned.

Minimum Qualifications

- High School Diploma or GED.
- A minimum of 6 months experience working in long term care setting.
- A minimum of 6 months of supervisory experience.
- Licensed Practical Nursing License preferred
- Basic Life Support Certifications (i.e.; CPR/First Aid)
- Strong desire to work with the elderly and individuals with disabilities.
- Excellent computer and communication skills.
- Must be able to pass a drug, alcohol and background check.

Knowledge, Skills and Abilities

- Must be able to stand and walk for long periods.
- Must have the ability to lift patients correctly to prevent injury to the patient or self.
- Must be able to work all shifts to include holidays, weekends and evenings.
- Must be detailed oriented and organized.
- Ability to be compassionate.
- Ability to interact professionally at all times and with excellent communication skills.
- Knowledge in basic computers and other nursing software applicable to the position.
- Ability to work as a team and in a positive manner at all times.
- Ability to be on-call.
- Ability to monitor patient health by taking vital sign
- Ability to maintaining patient health records
- Knowledge in providing basic care, including bathing and feeding
- Knowledge in providing basic nursing care, including the application of bandages and the insertion of catheters
- Knowledge in providing companionship
- Ability to explain, discuss, and listen to patients about their conditions
- Ability and the knowledge to teach families how to properly care for their loved ones

Physical Demands

While performing the duties of this job, the employee regularly is required to stand, walk, lift, bend, sit; use hands, arms and fingers to handle, patients. The employee must occasionally lift and/or move up to 100 pounds.

Work Environment

Work is generally performed in a hospital setting with a little noise level.