



BIG SOUTH FORK
MEDICAL CENTER
A Rennova Health Company

Licensed Practical Nurse FT & PT

This position renders technical nursing care to assigned patients. The incumbent provides direct and indirect care under the supervision of a registered nurse. Licensed Practical Nurses direct and oversee nurse assistants and collaborate with physicians and multidisciplinary team members to achieve the highest standards of care specific to the age and needs of the patient. Provides patient care/services for all stages of the lifespan including pediatrics, adolescents, adults and geriatrics.

Accountabilities:

- Practices in accordance with hospital philosophy; Nursing Department's philosophy, goals, and standards of care; TN Board of Nursing; TN Nursing Practice Act and other regulating agencies.
- Enhances continuity of care by meeting assigned patient's physical and psychosocial needs through utilization of the nursing process.
- Ensures a secure and safe patient environment by practicing in accordance with organization and unit specific policies, procedures, and standards of care.
- Establishes a caring, humanitarian environment by providing emotional, psychosocial, and spiritual support to patients and their significant others.
- Promotes the patient's well-being, maximal independence and ability to make informed decisions by reinforcing the patient/significant others' knowledge and understanding of the disease, medications and self-care skills.
- Ensures that quality patient care is delivered by assuming accountability and responsibility for the delivery of care.
- Promotes a cooperative working environment by utilizing communication skills, interpersonal relationships, and team building concepts.
- Participates in cost containment activities.
- Records the Nursing process.
- Maintains job-specific competency which addresses effective, safe use of equipment, infection control, disaster preparedness training, emergency lifesaving procedures (CPR), and patient information management.
- Provides age/developmentally appropriate patient care in accordance with Age-Specific Care Guidelines for the specific age groups served.
- Serves in the coordinating role of charge nurse on Skilled Nursing as outlined in the "Charge Nurse Guidelines," when fully oriented and deemed competent to do so.
- Accountable for other duties as requested.



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Major Work Activities

- Demonstrates commitment to the hospital and nursing division's philosophy, goals and standards of care.
- Demonstrates cost effective measures through the appropriate use of supplies and resources and time management.
- Demonstrates flexibility and adaptability to changing situations.
- Demonstrates problem solving abilities.
- Recognizes and reports patient/significant others strengths, problems, needs, and changes in status.
- Assists RN's and other interdisciplinary care providers in individualizing plans of care.
- Implements the interdisciplinary plan of care within established guidelines to improve or maintain patient's mental and physical health.
- Reports patient outcomes to the RN's and other care providers.
- Practices safety and infection control measures and principles.
- Completes treatments, medication administration, IV, therapy, and equipment use following established standards.
- Ensures comfort and hygiene measures are met to avoid infection or safety hazards.
- Responds appropriately to emergency situations.
- Respects and ensures that all patient rights are protected.
- Demonstrates effective communication skills to treat patients/others with dignity and respect.
- Communicates procedural information to patient/significant others in a way that emotionally supports.
- Using proper channels of communication. Identifies and reports significant patient information.
- Contributes to patient satisfaction by making customers the first priority.
- Reinforces the patient/significant others' knowledge and understanding of the disease, medications and self-care skills.
- Reinforces patient/family teaching initiated by an RN or other interdisciplinary care provider.
- Documents patient/family response to teaching reinforced.
- Implements measures to meet patient's discharge needs.
- Monitors the patient care given by nurse assistants and other LPN's when in the Charge Nurse role.
- Assumes accountability and responsibility for quality of patient care provided.
- Uses courteous, assertive communication skills.
- Promotes inter/intradepartmental cohesion.
- Fosters peer support and team building.
- Conserves resources and uses work time productively.
- Participates actively in cost-saving improvements.
- Documents assessments, patient needs, interventions for improving/maintaining patient/family condition to address needs, responses to interventions, reinforcement of teaching, and patient status on designated forms.
- Completes competency checklist and disaster training annually or more often as required by department policy.



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- Completes self-evaluation and continuing education record in an ongoing manner annually.
- Demonstrates knowledge of age-specific patient care factors in the Age-Specific Care Guidelines.
- Provides for patient safety, hygiene and personal care regarding age-specific needs.
- Communicating information and conveying patient needs sensitive to age and developmental level of the individual patient/family.
- Maintaining competence related to age-specific care.
- Demonstrates competency in clinical knowledge/skills and communication to the ages of the patients served.
- Assists with management of staff during an assigned shift.
- Coordinates unit operation for an assigned shift.

Education:

Graduation from an accredited school of practical nursing.

Experience:

- None required for the beginning practitioner.
- Refresher course required for LPNs who have not worked in an acute setting for (5) years or more.
- SNF charge nurses should have 1 years' experience.

Certification:

- Current license to practice as a Licensed Practical Nurse in (state).
- CPR Certification required or must be obtained within probationary period.

Skills and Qualifications:

- Good interpersonal and communication skills (verbal, nonverbal and listening skills).
- Ability to provide direct and indirect patient care.



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Physical Demands:

	Less than 35% of the time	From 35% to 65% of the time	More than 65% of the time	Not Applicable
<u>Standing</u>			X	
<u>Walking</u>			X	
<u>Sitting</u>	X			
<u>Bending</u>		X		
<u>Reaching with Arms</u>			X	
<u>Finger and Hand Dexterity</u>			X	
<u>Talking</u>			X	
<u>Hearing</u>			X	
<u>Seeing</u>			X	

Lifting/Carrying/Pushing and/or Pulling

Light Work – Lifting 20 lbs. Maximum
Medium Work – Lifting 50 lbs. Maximum
Heavy Work – Lifting 100 lbs. Maximum

	X		
X			
	X		

Work Environment:

- Clean, well lit, and comfortable climate
- Potential exposure to contamination with blood or bodily fluids, requiring wearing protective equipment
- Highly stressful, dynamic conditions