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Registered Nurse (RN) – Full & Part-Time Vacancies!

Description

This is lead professional nursing work overseeing all patient care activities on a shift of an assigned nursing unit in the County inpatient nursing home facility. A position in this class ensures patient care coverage, the provision of ancillary services and the coordination of medical, nursing, social and related services. Work includes making and reviewing work assignments for lower level nursing personnel, including some responsibility for ensuring effective provision of related functions. This class is differentiated from related classes by the responsibility for all unit activities on a given shift.

SUPERVISION RECEIVED

A position in this class reports directly to higher-level supervisory nursing personnel/Nursing Supervisor.

SUPERVISION EXERCISED

This position exercises supervision over the lower level nursing personnel.

Responsibilities

Determines daily work task assignments for nursing personnel according to physicians' orders, patients' needs, available staff and related factors; ensures coordination of unit needs with other departments' schedules such as therapy, planned social events, etc.; identifies unit staffing and/or resource needs including medicines, supplies, equipment, or laundry and secures same or refers to higher level personnel.

RN is also responsible for including but not limited to: timely documentation of assessments, admissions, discharges, transfers, returns, medication, post-fall assessments, untoward events, notifications to supervisors, physicians, families, etc. RN will follow established procedures; utilize resources when needed, i.e. staff development, policies, adjust work assignments in response to unanticipated absences, changes in resident load or nursing needs, or similar situations. Works with unit personnel to ensure effectiveness of treatments and general care provided, correct inappropriate or ineffective care, and determine overall patient status; carries out specific nursing functions restricted to performance by registered nurses. Administers and accurately records prescribed medications and treatments, observing resident's reactions to medications and treatments; reports to Supervisor any visible symptoms or adverse reactions.

Performs nursing duties and responsibilities relevant to routine bedside nursing, including but not limited to: care required to meet the physical, psychological, nutritional, religious, emotional and social needs of the residents. These duties/responsibilities include but are not limited to bathing, feeding, making beds, ambulation of patients via wheelchair, geri chair, cane, walker, or assistance of nursing personnel, complete vital signs, intake and output, enemas, hot and cold applications, skin care, wound care, tracheostomy care, IV care, catheterization, tube feedings, perform CPR, etc.

Hiring organization

Gracedale Nursing Home

Employment Type

Full-time, Part-time

Job Location

2 Gracedale Avenue, 18064-9213, Nazareth, PA

Base Salary

\$ 30.73 - \$ 39.12

Date posted

November 2, 2022

Apply

APPLY

Performs nursing duties and responsibilities relevant to the health and welfare of the patient including safety measures; i.e. restraints (all types), oxygen therapy, etc.

Maintains residents' clinical record by accurately and timely charting all pertinent data, untoward events, focused and comprehensive assessments and appropriate observations. Documentation on the resident's clinical record to include but is not limited to; i.e. vital signs, clinic tests, intake and output, accurate and timely nurses notes, notifications to family and physicians, etc

Develops specific nursing care plans for patients according to individual medical records, status, and social, safety and therapeutic needs; identifies short- and long-term goals and assists patient in achieving same; coordinates implementation of nursing portion of interdisciplinary care plans; regularly reviews these plans for coordination of efforts and documentation of results; meets with medical staff and discusses patients' progress, conditions and other pertinent issues; ensures administration and implementation of written physicians' orders; works with other facility staff to coordinate provision of related services, such as therapy, social service, or recreation, for unit patients; ensures documentation of all such activities, including narrative descriptions of medical, behavioral, social or other-than-routine circumstances; writes reports and submits records on a regular basis.

Makes work assignments to individual unit staff members; review work through observation, checking back, and/or reviewing nurses' notes; demonstrates/mentors standard operations and practices to new unit personnel; answers questions and otherwise assists new unit staff in carrying out procedures and/or dealing with particular patients; discusses staffing situations with higher level personnel, recommending courses of action when appropriate. RN will role-model appropriate, professional, respectful behaviors and communicate with all other disciplines, residents and families in all interactions.

Processes forms and miscellaneous documents as necessary.

Other job duties as necessary. Performs related work as may be required.

**An employee assigned to this title shall perform a majority, but may not perform all, of the duties listed in this job description. Conversely, minor level duties performed on the job may not be listed. The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.*

Qualifications

REQUIRED MINIMUM QUALIFICATIONS

EDUCATION AND EXPERIENCE – Completion of a High school or general equivalency diploma; **AND**

Graduation from an accredited school of nursing; **AND**

Two (2) years of clinical nursing experience in a health care facility, preferably in long term care, including work experience with patient care regulatory requirements for documentation; **AND**

Possession of a current license as a Registered Nurse issued by the Commonwealth of Pennsylvania; **AND**

Current Basic Life Support (BLS) Certification.

General Info

TOOLS AND EQUIPMENT

Telephone, computer, implements used for writing i.e. pens and pencils, scheduling charts and blood pressure equipment, thermometers, patient record charts, syringe needles, accucheck machine, surgical instruments, stethoscope, oxygen equipment, medication carts, and machinery for inhalation therapy.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to stand, walk, sit, talk, and/or hear, and must possess agility and strength sufficient to lift, support, and maneuver heavy patients of limited physical capacity, as well as provide care; effectively read and write reports, work schedules, patient records, physician orders, etc. Must hear and speak sufficiently clearly to other individuals both in person and on the telephone, and to effectively hold staff meetings, discuss treatment, and answer staff questions.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

While performing the duties of this job, the employee works indoors with environment divided between the nurse's station and patient care areas.

The noise level in the work environment is usually quiet while in the nurse's station and occasionally moderately loud in patient care areas.

SELECTION GUIDELINES

Formal application, rating of education and experience, oral interview and reference check as well as job related tests may be required.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

FLSA STATUS: FLSA NON-EXEMPT (eligible for overtime)

DESIGNATION: CAREER SERVICE

PAY GRADE: SW-26

UNION STATUS: UNITED STEELWORKERS

Job Benefits

Full-time employees of the County of Northampton are afforded a package of benefits which includes the following:

Medical Insurance
Vision and Prescription
Dental
Life Insurance
Retirement

I. Medical Insurance

Coverage begins for the employee the first of the month following full-time employment for employees and their eligible dependents. Cost to the employee to participate in the plans varies by the coverage selection and number of dependents; and may be subject to collective bargaining, if a union member. The employee may also elect to opt out of the County's medical insurance if proof of coverage through the spouse's employer is provided. Under this arrangement, the employee is provided with an annual \$1,500.00 opt out payment.

II. Vision and Prescription

Coverage begins for the employee the first of the month following full-time employment for employees and their eligible dependents. Copayments may vary, subject to collective bargaining, if a union member. Coverage under the vision plan varies and depends upon the employee's choice of doctor and frame selection.

III. Dental Coverage

Coverage begins for the employee the first of the month following full-time employment for employees and their eligible dependents. Copayments may vary, subject to collective bargaining, if a union member.

IV. Life Insurance

A life insurance policy is afforded to full-time employees beginning on the first day of employment, unless specified differently in a collective bargaining agreement. It remains in effect as long as the employee is actively employed and terminates upon resignation or retirement. \$20,000 is afforded to all eligible employees.

V. Retirement

All full-time employees and part-time employees working more than 1000 hours per year qualify for County of Northampton retirement benefits, in which employees must contribute 5% of their earnings, and employees may choose to add additional voluntary contributions, not to exceed an additional 10%. Additionally, employees may participate in an optional deferred compensation plan [457(b)] which may provide present tax advantages and future retirement savings. Such arrangements are made directly with the providers and the County will administer payroll deductions only.