

Join a Winning Team! Since 1981, Hospice of Midland has been the market leader in the Permian Basin for hospice services. We have been voted Best of Midland three years in a row for best Home Health! Our success is based on having high quality, compassionate team members who are committed to exceeding the expectations of our patients and their families. We are looking for hard-working, motivated individuals to join our growing team. We offer a competitive salary and a strong benefits package for full-time team members:

*** United Healthcare insurance: Medical (PPO or HSA), dental, vision, short & long-term disability, life

*** A Flexible Spending Account (FSA) with a debit card for easy access!

*** Paid Time Off (accumulate 27 days the first year!)

*** Bereavement, Jury Duty, and Inclement Weather pay!

*** Supplemental insurance through Allstate (Cancer, Accident, and Illness)!

*** Monthly cell phone allowances (also for part-timers and PRNs!)

*** A 403b with a company match (also for part-timers and PRNs!)

*** Mileage reimbursement for qualified trips (also for part-timers and PRNs!)

We are looking for both PRNs and a full-timer.

If our opportunity sounds exciting and you meet our requirements, we are interested in speaking to you. **Please read the job description and go to <https://hospiceofmidland.org/join-us/careers/> to view job postings and apply online.**

The RN Case Manager plans, organizes and directs hospice care and is experienced in nursing, with emphasis on community health education/experience. The RN Case Manager builds from the resources of the community to plan and direct services to meet the needs of individuals and families within their homes and communities. This is an exempt position for full-timers. PRNs are paid by the visit after completing training.

Essential Job Functions/Responsibilities

Patient Care

1. Completes an initial and ongoing comprehensive assessment of patient and family to determine hospice needs. Provides a complete physical assessment and history of current and previous illness(es).
2. Provides professional nursing care by utilizing all elements of the nursing process.
3. Assesses and evaluates patient's status by:
 - A. Writing and initiating a Plan of Care

- B. Regularly re-evaluating patient and family/caregiver needs
 - C. Participating in revising the Plan of Care as necessary
4. Initiates the Plan of Care and makes necessary revisions as patient status and needs change.
 5. Uses health assessment data to determine nursing diagnosis.
 6. Develops a Plan of Care that establishes goals, based on nursing diagnosis, and incorporates palliative nursing actions. Includes the patient and the family in the planning process.
 7. Administers medications and treatments as prescribed.
 8. Counsels the patient and family in meeting nursing and related needs.
 9. Provides health care instructions to the patient as appropriate per patient assessment and Plan of Care.
 10. Assists the patient with the activities of daily living and facilitates the patient's efforts toward optional comfort care.
 11. Assumes responsibility to coordinate patient care for assigned caseload.

Communication

1. Completes, maintains and submits accurate and relevant clinical notes regarding patient's condition and care given. Records pain/symptom management changes/outcomes as appropriate.
2. Communicates with the physician and/or Nurse Practitioner regarding the patient's needs, and reports changes in the patient's condition; obtains/receives physicians' orders as required.
3. Teaches the patient and family/caregiver self-care techniques as appropriate. Provides medication, diet and other instructions as ordered and recognizes and utilizes opportunities for health counseling with patients and families/caregivers. Works in concert with the interdisciplinary group.
4. Provides and maintains a safe environment for the patient.

5. Assists the patient and family/caregiver and other team members in providing continuity of care.
6. Works in cooperation with the family/caregiver and hospice interdisciplinary group to meet the emotional needs of the patient and family/caregiver.
7. Attends interdisciplinary group meetings.

Additional Duties

1. Participates in on-call duties as scheduled.
2. Ensures that arrangements for equipment and other necessary items and services are available, and ensures that equipment is returned to the DME department when no longer needed.
3. Supervises ancillary personnel and delegates responsibilities when required.
4. Fulfills the obligation of requested and/or accepted case assignments.
5. Actively participates in Quality Assessment Performance Improvement teams and activities.
6. Promotes Hospice of Midland in the community.
7. Supports the Hospice of Midland Mission and Values.
8. Completes other projects and duties as assigned.

The above statements are intended to be a representative summary of the major duties and responsibilities performed by incumbents of this job.