



The Esquiline
A Life Plan Community at the Shrine

The Esquiline | Licensed Practical Nurse

726 Community Dr. Belleville, IL 62223 | 618.394.6400 | www.TheEsquiline.org

Job Title: Licensed Practical Nurse
Department: Nursing Services
Supervised by: Registered Nurse
Supervises: Certified Nurse Assistants
FLSA Status: Non-exempt

Our Operational Vision Statement: *Changing the face of aging by honoring residents, empowering staff and partnering with the community.*

Position Summary

The Licensed Practical Nurse (LPN) is responsible for both direct and indirect nursing care provided to the residents in the Dammert Geriatric Center. The LPN, under the supervision of the RN delivers nursing care to residents by exercising sound judgments based on the LPN's scope of practice. The LPN maintains a thorough knowledge of nursing principles, procedures, and nursing ethics, as well as familiarity with organizational function, philosophy, policies, and regulations of the facility and the Illinois Department of Public Health.

The LPN will be compassionate and caring with interest in making a difference in the quality of the lives of our residents while cultivating the operational vision- *Changing the face of aging by honoring residents, empowering employees, and strengthening community partnerships.* This is a fulfilling yet formidable and challenging role with the following key responsibilities:

The Licensed Practical Nurse is responsible for managing the nursing care of residents to include the observation of resident condition, performance of direct care procedures, documentation of resident condition and recording of significant events as related to residents, and administration, monitoring and documentation of medication as prescribed by a health care provider:

- Knowledgeable of resident plan of care; assures goals and objectives are being addressed with appropriate interventions and documentation reflects residents response to plan of care.
- Assists with and completes resident move-ins and move-outs, and transfers, completing necessary documentation.
- Administers medications and treatments as prescribed by the health care provider.
- Complies with regulations governing psychotropic medication use & reduction in collaboration with pharmacy and health care provider.
- Assists in maintaining physical and social environment conducive to welfare of residents.

- Documentation in electronic medical record is timely and reflects resident condition, treatments, and response to plan of care and medications while observing confidentiality of information.
- Informs the RN or the Director of Nursing of change in resident condition.
- Communicates with health care provider, pharmacy consultant, dietary consultant, interdisciplinary team, and nursing team to coordinate the residents plan of care
- Provides education and learning to resident's and family members as appropriate.

Performs and participates in a supervisory role to assist the RN in management of team members compliance with approved personnel policies:

- Collaborates with RN in education and training for the team members compliance with residents plan of care.
- Assures staff compliance in documentation and performance of completion of activities of daily living performed by team members.
- Assists in making assignments, monitors work performance, and schedule breaks of team members.
- Documents team members call-ins and assists in arrangement for replacement team members as needed.

Using principles of Culture Change and person-directed care, ensure compliance with safety of residents and acts as good steward with equipment and supplies:

- Complies with safety policies/procedures to ensure safe practices for residents, team members, self and visitors.
- Uses good body mechanics while on duty.
- Follows infection control policies including hand hygiene and appropriate use of personal protective equipment.
- Participates in educational programs pertaining to nursing and medical procedures to improve skills and increase knowledge.
- Participates and completes mandatory trainings as required for community licensure.
- Alert to and reports safety incidents, concerns or hazards to appropriate person as indicated.

Fosters, participates, and is knowledgeable of The Esquiline mission and values embodied in our Christian traditions and culture:

- Respects resident rights and the dignity of all persons.
- Observes confidentiality of residents by using HIPAA (Health Insurance Portability and Accountability Act) guidelines.
- Responds to all persons in a courteous, patient, and caring manner.
- Communicates effectively in a positive and helpful manner.
- Consistently demonstrates dependability and works cooperatively with team members, consultants, and ancillary service providers.
- Good steward of time management by completion of assignments in a timely manner demonstrates a good work ethic while on campus, and punctuality.
- Possesses a passion and enjoys working with older adults
- Bestow meaning and purpose to the resident's life at whatever level of participation the resident can contribute.

ESSENTIAL FUNCTIONS:

- Directs resident nursing and medical care as prescribed by the health care provider directed by plan of care.
- Coordinates and directs team members in the care of the residents.
- Strong leadership capabilities and sound judgment.
- Completes treatments and medication administration on a timely basis as ordered.
- Completes daily documentation observations of residents care and responses to medical modalities accurately and on a timely basis.

SKILLS:

- Listening and talking with residents, staff, family members, visitors, and other health care personnel.
- A desire to promote team concept of nursing care within the nursing department and between the interdisciplinary team.
- Patience, courtesy, and compassion in meeting the personal and health care needs of the residents
- Possesses a continual, effective working relationships with other departments, including concierge, marketing, Pastoral Care, Social Services, dietary, accounting, transportation, housekeeping, and maintenance and Life Enrichment.
- Ability to effectively communicate with family, visitors community resources, and other health care professionals occur daily.
- Lifting and transferring residents – able to push up to 50 lbs.
- Sitting, standing, bending, stooping, reaching, pushing and walking throughout the workday.
- Visual acuity for accurate reading of gauges, and other medical equipment.
- Handling charts, reports, manuals.
- Manual dexterity to use hands easily and skillfully while treating residents.
- Must be in good health and physically capable of performing the directed care.
- Adequate knowledge of human anatomy and pharmacology.
- Ability to adapt to changing situations with a minimum stress with good organizational skills.
- Must be able to function successfully with many interruptions from residents, family members, team members, and visitors, and in emergency situations.
- Ability to respond and move quickly in cases of emergency.
- A working knowledge of computer and software application for documentation and communication with electronic medical records.
- Must use professional judgment and initiative to recognize and report symptoms indicative of changes in a residents physical condition.
- Receives direction and supervision from the RN and Director of Nursing. Aware of limitations with in scope of practice.
- Must be able to work independently with minimal supervision. Must be a self starter and willing to assume responsibility of charge nurse in absence of RN under direction of Director of Nursing.
- Additional hours of work shifts may be required in emergency situations as approved by Director of Nursing.
- Will be required to attend mandatory in-service/trainings or meetings while off duty. Responsible for completion of all assigned trainings.
- Report to work in clean professional appropriate uniform.

Education and experience:

- Graduate from a practical nursing program which meets all qualifications for Licensed practical Nursing in Illinois.
- Current Illinois Licensed Practical Nursing license.
- Successful experience as a staff nurse in a health care community required; experience in long term geriatric setting desirable.
- Knowledge of basic computer programs to successfully complete training in computerized medication administration and Electronic Medical Record.
- Certification from freedom of communicable disease as required by the Illinois Department of Public Health.
- Must pass the Criminal Background Check from Illinois State police.

EQUIPMENT:

Wheelchairs, Geri chairs, treatment cart, medication cart, electric lift, chair scales. computer/laptop, printer and other electronic devices. Medical supplies, such as catheters, tube feeding supplies.