



GENERATIONS

TREATMENT NURSE

JOB DESCRIPTION	
Department	Nursing
Reports to	Director of Nursing, Assistant Director of Nursing, Clinical Coordinator
Reporting to this position	None
Job Classification	Staff Nurse
Position Purpose	Provides primary skin and wound care to residents in accordance with physician orders, current federal, state, and local standards, guidelines and regulations, the facility's established policies and procedures and written plans of care.

Required Qualifications

- ❖ Minimum requirements include the following:
 - A nursing degree from an accredited college or university, or be a graduate of an approved LPN/RN program.
 - Two years of experience as an LPN/RN.
 - Eligible to participate in federally funded health care programs.
- ❖ Must also meet state requirements for relevant licensures or certifications and have no disciplinary action in effect against professional license.
- ❖ Continuing education in wound care and pressure injury staging required. Certification in wound care preferred, but not required.

Major Duties and Responsibilities

Identifies, manages, and treats specific skin conditions, such as pressure injuries; diabetic, venous, or arterial ulcers; and traumatic or complicated wounds.

Provide wound care on assigned residents, in accordance with physician orders, following manufacturer recommendations and appropriate techniques.

Completes a thorough and accurate wound assessment upon notification of wound. Completes follow-up assessments weekly and as needed. Documents all assessments in the medical record.

Completes MDS sections related to wound care.

Confers with the care plan team in the development and implementation of the comprehensive care plan.

Documents resident care problems, abnormal findings, and changes in resident's condition. Report to physician, supervisor, and resident/representative.

Monitors implementation of preventive measures such as turning/positioning, pressure relief devices, nutrition/hydration measures, and toileting/incontinence care.

Provides education to resident/representative as needed on topics concerning nutrition, preventive measures, and wound healing.

Provides status reports to Director of Nursing weekly.

Additional Assigned Tasks

- ❖ Treats all residents with dignity and respect. Promotes and protects all residents' rights.
- ❖ Establishes a culture of compliance by adhering to all facility policies and procedures. Complies with standards of business conduct, and state/federal regulations and guidelines.
- ❖ Follows appropriate safety and hygiene measures at all times to protect residents and themselves.
- ❖ Maintains confidentiality of protected health information, including verbal, written, and electronic communications.
- ❖ Reports noncompliance with policies, procedures, regulations, or breaches in confidentiality to appropriate personnel. Reports any retaliation or discrimination to HR or compliance officer.
- ❖ Reports any allegations of abuse, neglect, misappropriation of property, exploitation, or mistreatment of residents to supervisor and/or administrator. Protects residents from abuse, and cooperates with all investigations.
- ❖ Reports any occupational exposures to blood, body fluids, infectious materials, and/or hazardous chemicals in accordance with facility policy.
- ❖ Participates in all life safety and emergency drills and trainings. Fulfills responsibilities as assigned during implementation or activation of the facility's emergency plan.
- ❖ Reports work-related injuries and illnesses immediately to supervisor.
- ❖ Follows established infection control policies and procedures.
- ❖ As a condition of employment, completes all assigned training and skills competency.
- ❖ Attends or participates in continuing education related to wound management. Completes all assigned training and skills competency, as determined by the facility assessment and facility training plans.
- ❖ Obtains physician orders for care and treatment of wounds. Transcribes and initiates orders appropriately. Orders special treatment supplies and equipment, with supervisor approval.
- ❖ Administers medication, as needed, per facility policy and licensure regulations, and complete the appropriate documentation.
- ❖ Assists with discharge planning through identification of discharge needs and providing resident/family education as needed.
- ❖ Uses proper lifting and body mechanics while delivering care to residents.
- ❖ Performs administrative duties as assigned.
- ❖ Serves on, participates in, and attends committee meetings as required or appointed.
- ❖ Assists with admission, discharge, or care of residents as needed.

Personal Skills and Traits Desired/Physical Requirements

- ❖ Ability to read, write, speak and understand the English language.
- ❖ Must be a supportive team member, contribute to and be an example of team work.
- ❖ Ability to make independent decisions when circumstances warrant such action.
- ❖ Ability to deal tactfully with personnel, residents, family members, visitors, government agencies/personnel and the general public.
- ❖ Must have patience, tact, and willingness to deal with difficult residents, family and staff.
- ❖ Must be able to relay information concerning a resident's condition.
- ❖ Must not pose a threat to the health and safety of other individuals in the workplace.
- ❖ Must be able to move intermittently throughout the workday.

- ❖ Meets general health requirements according to facility policy, including medical and physical exams and checking immunity status to various infectious diseases.
- ❖ Ability to work beyond normal working hours and on weekends and holidays when necessary.
- ❖ Ability to assist in evacuation of residents during emergency situations.
- ❖ Ability to bend, stoop, kneel, crouch, perform overhead lifting and perform other common physical movements as needed for the position.
- ❖ May be subject to falls, burns from equipment, and/or odors throughout the day; encounter reactions from dust, tobacco smoke, disinfectants, and other air contaminants.
- ❖ Subject to exposure to infectious waste, diseases and/or conditions which include AIDS, Coronavirus, Hepatitis B, and Tuberculosis.
- ❖ May be subject to hostile or emotional residents, family members, visitors or personnel.
- ❖ Ability to work independently, and to organize, plan, and manage time effectively to complete assignments.
- ❖ Knowledgeable of nursing and medical practices, and ability to demonstrate knowledge and skills necessary to provide appropriate care to meet resident needs.
- ❖ Effective verbal and written communication skills and ability to exercise judgement.
- ❖ Strong listening skills and ability to deal with conflict with professionalism and courtesy.
- ❖ Intermediate computer skills, including ability to create documents in various programs (Word, Excel, Publisher, PowerPoint, Adobe), and navigate electronic medical record systems.
- ❖ Positive interpersonal relationship skills, including with persons of all ages and cultures.
- ❖ Ability to walk, stand, sit, bend, and stoop for extended periods of time.

Universal Precautions Risk Classification Categories:

1. Task may involve exposure to blood and/or body fluids.
2. Tasks do not involve contact with blood and/or body fluids but could result in performing category 1 task.
3. Tasks do not involve any risk of exposure to blood or body fluids.

*The classification for this description is a **Category 1**.

Compliance as a Condition of Employment and Performance Appraisal

Agreement to abide by all standards, policies, and procedures of the facility, including the facility's compliance and ethics program, is a condition of employment. Compliance will be a factor in evaluating job performance. Violations, including failure to report violations, will result in disciplinary action, up to and including termination.

This job description is intended to convey the general scope of the major duties and responsibilities inherent in this position. Other tasks not listed here may be assigned if the tasks are similar or related to the essential duties of the position. Periodic revision may be necessary to reflect changes in expectations placed on the long term care industry by various governmental agencies. This job description will be reviewed and/or revised annually and as needed.

Individual performance will be evaluated using the following scale:

1. **Unsatisfactory:** Achieves results which are far less than the standards identified for the performance factors rated.
2. **Needs Improvement:** Achieves results which are less than the standards identified for the performance factors rated. Exhibits the potential to become a competent performer. May be new to job or need skill development.
3. **Meets Standards:** Achieves results which meet the standards identified for the performance factors rated. This rating is the expected level of performance.
4. **Exceeds Standards:** Achieves results which usually exceed the standards identified for the performance factors rated.

Reasonable Accommodation Statement

Consistent with the Americans with Disabilities Act (ADA) and Alabama Civil Rights Laws, it is the policy of Generations of Red Bay to provide reasonable accommodation when requested by a qualified applicant or employee with a disability, unless such accommodation would cause an undue hardship. The policy regarding requests for reasonable accommodation applies to all aspects of employment, including the application process. If reasonable accommodation is needed, please contact Human Resources.

EMPLOYEE ACKNOWLEDGEMENT

I have read the above job description and understand the requirements and expectations of the position of Treatment Nurse at *Generations of Red Bay*.

Employee's Signature

Date

Supervisor's Signature

Date