



## **Hospice & Palliative Care Registered Nurse – Part Time or Per Diem**

The Hospice & Palliative Care RN will provide high quality, patient-centered care to individuals navigating life-limiting illness. The RN will manage a combined palliative and hospice patient caseload in collaboration with other members of the clinical team. The RN will provide best practice, holistic nursing care that meets individualized patient need in the end-of-life journey. The RN will be responsible for direct care to assigned patients with simple to complex health care needs. The RN will assess, plan, implement, evaluate, and update patient care plans to meet changing needs. The RN will support patient admissions, develop, and execute individualized care plans, contact patients regularly, educate families and caregivers about disease progression/end of life, establish goals of care, and ensure that emergent needs are addressed.

All patient care is performed where the patient resides in Clallam County. The area of service is from Diamond Point to Joyce.

This position works in close collaboration with:

- The clinical team which consists of a Clinical Team Manager/Lead Nurse, Patient Navigator, Part Time & Per Diem RNs, and Certified Nursing Assistants
- The mission support team which consists of the Executive Director, Volunteer Services Manager, Development Director, Social Worker, and Administrative Assistant

### **Hospice & Palliative Care RN Responsibilities:**

- Clinical assessment and management of hospice and palliative care, consistent with the orders of the referring medical provider and organizational procedures.
- Develop and support care plans tailored to the patient, family, and/or caregiver.
- Develop a positive, trusting relationship with patients, families, and/or caregivers.
- Contact and care for patients with a frequency which meets organizational expectations and patient/family needs.
- Manage schedule/be available to meet case load demands.
- Serve as the consistent “eyes & ears” for medical providers.
- Educate patients, families, and caregivers about end of life, symptom management, pharmacological options, dosing schedules, safe use of medications, non-pharmacological interventions, grieving, coping skills.
- Identify medical supply needs and assist with access.
- Educate and assist with POLST form.
- Identify CNA, respite, and grief support needs and seek referrals to meet needs.
- Coordinate and assist with accessing community resources, providers, and/or systems.
- Attend death, pronounce, and aid with preparing body for removal per family preference.
- Notify all parties about patient death: mortuary, managers, peers, other agencies.
- Chart in Electronic Medical Record system.
- Follow standard professional nursing practices and specific palliative-care practices.
- Participate in unit-based and organization-wide activities, committees, and community activities as appropriate.
- Perform additional responsibilities as needed to support various team functions.



### **Schedule:**

The Part Time position requires

- 25 to 36 hours per week, ideally 3 or 4 days per week, including some weekend days
- Coverage of a minimum of 4 on-call shifts per month

The Per Diem position requires

- a minimum of 4 dayshifts and 2 on-call shifts per month

Candidates must be available to work on weekdays, weekend days, and holidays.

### **Wage & Benefits:**

- The hourly rate depends on experience and will be in the range of \$37 to \$41 per hour.
- Business mileage will be compensated for at current GSA rates.
- Medical, vision, and dental coverage for those consistently working 20+ hours per week.
- Eligibility for 401K contribution.
- Paid Time Off or Sick Leave pursuant to VHOCC's policies.

### **Required Skills/Abilities:**

- Compassionate communication.
- Strong decision-making, organizational, time-management, and critical thinking skills.
- Attention to detail.
- Strong interpersonal skills focused on patient and family-centered care.
- Comfort working independently and in teams.
- Proven ability to maintain discretion and confidentiality.
- Flexible and adaptable to new situations/emerging needs.
- Ability to multitask, prioritize, and independently identify, address, and solve problems.
- Able to work respectfully with people of different backgrounds and values.
- Competency with various technology platforms, tools, and applications.

### **Education, Certifications, and Experience Requirements:**

- Proof of an active WA RN license and current BLS.
- Proof of WA state driver's license, reliable vehicle, and proof of auto insurance coverage.
- Successful reference and background checks.
- Part Time: a minimum of 1 year palliative/hospice care experience.
- Desirable: HPNA certification.

### **Physical Requirements:**

- Ability to kneel, stoop, climb, stand, crawl, and sit for long periods of time.
- Ability to lift 40 pounds at a time.
- Ability to drive as needed to meet day-to-day business needs. Some night driving.

Please submit Resume and Cover Letter to [myrna.s@vhocc.org](mailto:myrna.s@vhocc.org)