



Position Title: Hospice RN, Case Manager
Reports to: Hospice Administrator
Department: Hospice
FLSA: Non-exempt

SUMMARY

The RN Case Manager is responsible for the planning, coordination, and delivery of quality hospice care to individuals and their families in the home setting (which includes the community or agency setting). Demonstrates knowledge and support of the philosophy, purpose and goals of hospice care as well as those of McGregor and its policies. Maintains knowledge of regulatory agencies, accrediting bodies and third-party payers. Upholds McGregor standards of care and assures compliance with federal, state and local regulations. Consistently complies with the Home Care Bill of Rights.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Completes initial, comprehensive and ongoing assessments of clients. In collaboration with clients and families, develops and implements an individualized and comprehensive plan of care that addresses identified needs to achieve goals of care and promote comfort and quality of life. Evaluates effectiveness of the plan of care and revises as needed.
2. Collaborates with Team Leader and other members of the Hospice Team in determining scope and frequency of client services.
3. Demonstrates accountability for compliance to Medicare Conditions of Participation as well as other federal, state and local rules/regulations.
4. Collaborates with other health care providers, including those at facilities, about changes in condition and client needs.
5. Actively participates in Interdisciplinary Group (IDG) meetings.
6. Collaborates with patients/families regarding goals of care. Provides ongoing education and training to other staff, clients, family members and informal caregivers (as applicable) related to hospice philosophy and goals of care, disease process and progression, self-care management, and end of life process and expectations.
7. Maintains current and accurate client records through use of laptop computers and paper/chart documentation in accordance with applicable policies and federal, state and local regulations.
8. Provides oversight and supervision to hospice licensed practical nurses and hospice nursing assistants.
9. Completes home visits and on-call duties after normal hours, on weekends and on holidays as required.
10. Fosters a positive work environment consistent with the mission and values of McGregor.
11. Assumes responsibility for personal growth and development. Actively identifies new areas for learning. Actively seeks resources to meet those needs. Maintains and advances professional knowledge and skills through attendance and participation in continuing education and inservice programming. Applies new knowledge gained while meeting needs of clients and families.

QUALIFICATIONS, SKILLS & ABILITIES: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION AND/OR EXPERIENCE: Graduate of a state approved school of nursing. One (1) year of nursing experience preferred. Prior home experience in hospice preferred.

CERTIFICATES, LICENSES, REGISTRATIONS: Current active, unencumbered license to practice as a registered nurse (RN) in the State of Ohio. Certification (CHPN) preferred, current CPR Certification (Basic Life Support), must possess a valid Ohio driver's license and acceptable driving record. Must be insurable and meet McGregor carrier underwriting standards.

LANGUAGE SKILLS: Must be able to read, write, speak and understand the English language.