The Licensed Practical Nurse (LPN) position is a direct provider of clinical nursing services for clients in the MI Residential Program. This employee is responsible for providing nursing care and monitoring the healthcare maintenance needs of the clients of the home. This employee works under the direction of the Home Coordinator.

SUPERVISED BY: Home Coordinator and the Director of Nursing

EMPLOYEES SUPERVISED: None

DIVISION: Mental Illness

LOCATION: Southern Pines

NORMAL WORKING HOURS/DAYS: 40 hours per week (Monday-Friday)

I. PRIMARY JOB FUNCTIONS:

a. RESPONSIBLE FOR THE PSYCHIATRIC AND CLINICAL NURSING ASSESSMENT OF CLIENTS.

b. Assists in an assessment of the physical, psychological and social dimensions of the client.

c. Assists in the development of individualized treatment plans for clients.

d. Assists in the development of nursing care plans that are individualized to the client's needs.

e. Recognizes, identifies and communicates problem areas related to the provision of the care to clients.

f. Communicates pertinent information regarding clients to on coming staff.

g. Communicates with supervisor as necessary about client and program needs.

h. Identifies client teaching need.

i. Recognizes and reports changes in client condition.

j. Other responsibilities as assigned by supervisor.
II. RESPONSIBLE FOR PLANNING, ORGANIZING AND IMPLEMENTING THE NURSING CARE OF CLIENTS.

a. Provides individualized goal directed care to client under the supervision of Home Coordinator, in accordance with the client treatment plan and nursing care plan.

b. Implements clinical aspects of care and nursing orders in a safe, responsible, time efficient manner.

c. Intervenes to meet client needs, with proper technique and safety precautions.

d. Answers and responds courteously and promptly to client needs.

e. Administer medications and monitors effects, under the supervision of the Registered Nurse Consultant.

f. Participates in client teaching.

g. Works with the mental health worker in client supervision as needed.

h. Participates in outings and other activities as planned, for clients.

III. RESPONSIBLE FOR DOCUMENTING NURSING ACTIONS, OUTCOMES AND ASSESSMENTS.

a. Records all medications accurately.

b. Documents observations and actions in accordance with the treatment plan and nursing care plan.

c. Records any changes in client condition or behavior.

d. Completes charting in descriptive, detailed manner as guided by established documentation procedures.

e. Maintains the client record in an organized, efficient manner.

IV. RESPONSIBLE FOR MAINTAINING PROFESSIONALISM IN PERFORMING JOB DUTIES.

a. Makes every effort to work as necessary in accordance with client needs.

b. Functions within the scope of the Alabama Nurse Practice Act.

c. Knows and assists in supporting the philosophy policies standards of the Jefferson-Blount-St. Clair Mental Health/Mental Retardation Authority.

d. Assists in the orientation of LPN's and other personnel to the facility.
e. Responds promptly and courteously to clients.

f. Maintains communication with other staff.

g. Establishes rapport with clients.

h. Acts as client advocate when appropriate.

i. Acts as role model to other staff in client care.

j. Demonstrates knowledge of role in fire and other emergency procedures.

k. Attends any annually required in-services, certifications and training.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of psychotropic medications uses, side effects and drug interactions

Knowledge of psychiatric symptoms, treatment and basic behavioral and nursing interventions.

Knowledge of general medical problems and nursing care needed.

Ability to work collaboratively with other personnel including non-nursing personnel.

Able to make assessments of clients needs and respond within the scope of LPN licensure.

Ability to work independently and exercise clinical judgment.

Technical nursing skills including basic wound care, First Aid, CPR, medication administration.

Ability to formulate care plans and utilize nursing process.

Ability to seek out assistance as needed.

Flexibility in responding to changing needs and clients with chronic illnesses.

MINIMUM QUALIFICATIONS

Alabama Licensed Practical Nurse Licensure

Two (2) or more years in general medical nursing

Two (2) or more years working with the Seriously Mentally Ill

Valid Alabama driver’s license and driving record acceptable to agency automobile insurance carrier for inclusion on agency policy.