



VOTO HEALTH CARE, INC.

**Position Title:** Registered Nurse – Per Diem

**Job Classification:** Professional

**Exemption Status:** Exempt

**Reports to:** Administrator or Designated Supervisor

**Job Summary:**

Provides prescribed nursing care services to ill, injured, convalescent and disabled persons in a home setting functioning independently without on-site supervision. Voto Health Care, Inc. has Per Diem RN opportunities for home health care and as part of our staffing for larger medical facilities around the Seattle area.

**Essential Functions:**

- Demonstrates the ability to transfer scientific knowledge from social, biological and physical sciences in applying the nursing process. (90%)
- Demonstrates knowledge and competency in performing baseline-nursing skills. Maintains clinical competencies according to agency standards. (95%)
- Administers all medications and treatments according to agency policy and procedure, accepted standards of care and agency guidelines. (85%)
- Communicates effectively with patients, families and physicians. (90%)
- Performs accurate assessments, develops and implements a written Plan of Care with the patient, following physician's orders and according to Agency guidelines. Performs and documents nursing interventions including patient education according to the Plan of Care and adapts these actions as patient needs change. (95%)
- Documents patient status in an accurate, timely and concise manner as required by Agency policy. Addresses patient needs and problems, nursing intervention and patient response, safety interventions and education and teaching. (50%)
- Demonstrates organization and leadership abilities by effective use of time and personnel through supervision and teaching. Effectively establishes priorities and delegates responsibilities appropriately when supervising the LVN and the HCA. (50%)
- Maintains a committed and cooperative attitude with staffing, promoting teamwork and harmony by readily assisting other staff and patients. Participates in case conferences/team meetings. (95%)
- Makes visits as scheduled and participates in on-call rotation as required. (50%)

**Additional Responsibilities:**

- Performs other duties as assigned or requested.
- Possesses adequate knowledge of Medicare/Medicaid and insurance standards to ensure reimbursement for all services rendered.
- Conforms to all applicable Agency policies and procedures.
- Participates actively in continuing education and in-services.
- Maintains confidentiality of patient information and business trade practices.
- Assumes responsibility for reporting incidents and complaints according to Agency policy.

**Knowledge / Skills / Abilities:**

- Advanced interpersonal communication (written and verbal)
- Organizational skills
- Ability to supervise in accordance with agency's policies and applicable laws
- Advanced math skills related to patient care
- Ability to respond to common inquiries or complaints, regulatory agencies or members of the business community
- Time management
- Cooperative attitude



VOTO HEALTH CARE, INC.

**Age-Related Competencies:**

- Demonstrates the basic knowledge and skills necessary to identify age specific patient needs appropriate for this position

**Information Management:**

- Treats all information and data within the scope of the position with appropriate confidentiality and security

**Risk Management:**

- Cooperates fully in all risk management activities and investigations
- Keeps abreast in changes in health care law
- Maintains agency/program compliance with local, state and federal laws and accreditation standards

**Minimum Position Qualifications:**

- Graduate of an accredited school of nursing
- Current Washington State RN license
- 1 year experience in nursing
- Appropriate competency assessments completed (supplied by Voto Health Care, Inc.)
- Valid Washington State Driver's License and Car Insurance with own transportation to make home visits.
- Current BLS Certification
- Current HIV/AIDS Certification
- Proof of current immunization record including: Hepatitis B, MMR, Varicella (or proof of chicken pox), and a negative TB test (within last 6 months)
- Statement of Good Health from your physician

**Environmental Conditions:**

- Moderate noise level; Category A BBP risk; moderate stress and emotional demands.

**PHYSICAL ABILITIES**

- Must have the ability to frequently walk, bend, lift, grasp, reach, stoop, kneel, crouch, and use fine hand coordination.
- Must be able to distinguish smells.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities.

Please apply at our website: [www.votohealth.com](http://www.votohealth.com) and direct any questions to Voto Health Care, Inc. at 253-735-4282 or via email to [services@votohealth.com](mailto:services@votohealth.com).

**PERSONNEL POLICY**

It is the policy of Voto Health Care, Inc., to base hiring and job performance decisions solely on an individual's ability to perform essential job functions. Persons with disabilities are eligible for this or any position provided they are able to perform those functions with reasonable accommodation. Voto Healthcare, Inc. adheres to an equal opportunity policy for all persons seeking admission as clients or seeking employment and for all persons employed by the agency. age, sex, marital status, sexual orientation, race, creed, color, national origin, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability unless the physical or mental impairment would present a bona fide occupational hazard.