

Volunteer Hospice of Clallam County

- Are you doing more paperwork than patient care?
- Tired of the city traffic and looking for smaller town living, surrounded by natural beauty, with close access to the coast, mountains, and old-growth forests?
- Want to work in a patient-focused, nurse-centric environment where you will impact patients, families, and the community every day?

Consider a nursing position at Volunteer Hospice of Clallam County on the beautiful Olympic Peninsula. We are conveniently located to many points of interests; 3 miles from the Olympic National Park Visitors Center, 1.5 miles from the Port Angeles Ferry Terminal, and a 1-hour drive from Port Townsend. The coast is less than a 2-hour drive. Silverdale, offering a dense suburban feel, is a 1.5 hour drive.

We provide no-charge care for palliative and hospice patients without the strictures of government rules. We are hiring Call Shift Registered Nurses to provide outstanding care and comfort to patients in their homes and facilities during our daytime business hours.

Job Description

Position: Call Shift Hospice Nurse (evenings and nights 4pm – 8am)

Status: Scheduled (2-12 shifts/month) positions available; non-exempt, hourly

Location: Port Angeles, WA and Sequim, WA; primarily remote work but some in-person required.

Opening Date: August 2022

Closing Date: Available until filled

Salary: \$42 per hour and up depending on education experience,

Instructions: Please send a cover letter and resume to Anita Chilton, Administrative Manager, via email to office@vhocc.org. Resumes will be reviewed on a rolling basis.

Compensation and Benefits

- Base Salary \$42 per hour, adjusted for education and relevant experience.
 - Each shift is paid a minimum of six hours with additional compensation for actual call work and in-home visits. Additional compensation is different for evening hours and nighttime hours.
 - A call shift is normally performed from the nurse's residence and is to respond to phone calls from patients/caregivers and perform in-home visits as necessary.
- \$3,000 sign-on Bonus for new staff after 10 shifts worked.
- Relocation reimbursement
- Mileage reimbursement
- Generous PTO, calculated on hours worked
- Employer sponsored health benefits (medical, dental, vision) with 100% employer-paid premiums for employees working 20+ hours/week
- Employer sponsored 401(k) plan
- Continued Education and Professional Development opportunities

Position Summary: This Call-Shift Registered Nurse position is a rewarding opportunity for a Registered Nurse to respond to phone calls and in-home visits to provide palliative and hospice care to patients and their caregivers in a liberating and heart-centered environment. Expected 1 - 3 shifts per week or 4-12 shifts per month. Shifts are scheduled on a six-week calendar. You provide your availability to the scheduler for the six-week schedule.

Our Mission and Distinction: The mission of Volunteer Hospice of Clallam County (VHOCC) is to provide physical, emotional, and spiritual support to terminally ill patients and their families with free around the

clock registered nursing availability and trained volunteers. VHOCC's unique model allows nurses to provide truly patient-centered care that is free from Medicare requirements.

VHOCC is one of the only free, community-supported nonprofit hospice and palliative care organizations in the nation. VHOCC has served the community for over 40 years. We provide unparalleled patient service without any billing to government agencies or insurance companies, creating a liberating and heart-centered work environment. Our services include hospice and palliative care, grief support, a medical equipment loan program, and educational programs. **Learn more about our origin story and legacy at www.VHOCC.org.**

Principal Duties

- **Handle incoming calls from 4pm – 8am. On average, each shift handles 1 call from a patient or caretaker and 1 in-home visit every other shift.**
- Provide hospice and palliative care in a team case management model.
- Perform clinical assessments, evaluation, and care of patients for symptom management, pain, and physical/emotional/spiritual distress by phone and in-person.
- Teach/counsel patient and caregivers about symptom management, including non-pharmacological interventions, safe use of medications, and dosing.
- Develop trusting relationship with patients, providing empathy and reassurance.
- Coordinate care with referring provider and facilities.
- Attend deaths and notify appropriate agencies.
- Document all visits, calls, and medication orders in patients' medical record in a timely manner.
- Conduct self in accordance with standard professional nursing practices.
- Communicate effectively with the rest of the care team.

Education, Certifications and Experience Requirements

- Graduation from an accredited school of nursing, BSN preferred.
- Nursing experience in hospice, home health or long-term care preferred. New graduates with a heart for hospice may be considered.
- Working knowledge of MS Office and comfortable learning Electronic Health Record.
- Current Washington RN license in good standing.
- Current BLS (Basic Life Support) Certification.
- CHPN Certification encouraged.

Other Job Requirements

- Valid Washington State Driver's license.
- Valid auto insurance.
- Reliable vehicle for travel between Sequim, Port Angeles, Joyce, and Diamond Point.
- Ability to flex schedule to accommodate ebb and flow of admissions.
- Work cooperatively with others and function as part of a team.
- Excellent verbal and written communication skills.
- Able to lift 40 lbs. and kneel, stoop, climb, stand, crawl and sit for long periods of time.
- Able to pass a background check.

Work Environment and Location

- Patient care is performed primarily at private homes and residential facilities.
- Office work is performed remotely.
- Requires technical competency with cell phone, tablet, computer, and medical equipment.
- Requires the ability to drive at night.

VHOCC's Equal Employment Opportunity Policy

Volunteer Hospice of Clallam County provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.