



## Volunteer Hospice of Clallam County

### Job Description

**Position:** Hospice Visit Registered Nurse. Candidates must have a current Washington RN license in good standing for this position.

**Status:** Per Diem, non-exempt, hourly.

**Location:** Port Angeles, WA and Sequim, WA; in-person required.

**Salary:** Base pay is \$40 per hour, adjusted for education and relevant experience, plus a generous benefit package.

**Instructions:** Please send a resume to Anita Chilton, Administrative Manager, via email to [office@vhocc.org](mailto:office@vhocc.org).

**Position Summary:** The hospice visit nurse is a rewarding opportunity for a Registered Nurse to provide palliative and hospice care to patients and their caregivers in a liberating and heart-centered environment. Per diem positions are available designed to fit your schedule. Rotating daytime and call shifts including weekends and holidays.

- Each call shift is paid a minimum of six hours with additional compensation for home visits. Additional compensation rated based on evening and nighttime hours.
- A call shift is normally performed from the nurse's residence, requiring response to phone calls from triage nurse service, patients and caregivers, with in-home visits as necessary.

### Compensation and Benefits

- Base Salary \$40 per hour, adjusted for education and relevant experience
- Per Diem employees earn Sick Leave at the rate of one hour for every forty 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. Employees vest in the VHOCC match, graded equally over three years.
- Continued Education and Professional Development opportunities
- Mileage reimbursement

**Our Mission and Distinction:** The mission of 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](http://www.VHOCC.org).**

### Principal Duties

- Provide hospice and palliative care in a team case management model.
- Perform clinical assessment, evaluation, and care of patients for symptom management, pain, and physical/emotional/spiritual distress.



- Teach/counsel patients and caregivers about symptom management, including non-pharmacological interventions, safe use of medications, and dosing.
- Develop trusting relationships with patients and caregivers.
- Coordinate care with referring providers and facilities.
- Attend deaths and notify appropriate agencies.
- Document all visits, calls, and medication orders in electronic health records in a timely manner.
- Conduct self in accordance with standard professional nursing practices.
- Communicate effectively with the rest of the care team.
- Cover on-call hours as required with support from a third-party triage service.

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

- Candidates must have a current Washington RN license in good standing.
- 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 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 at VHOCC office with option for remote work.
- Requires technical competency with cell phone, tablet, computer, and medical equipment.
- Requires ability to drive at night when on-call.

### **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.*