



Hospice & Palliative Care Registered Nurse – Part Time

Hospice & Palliative Care RN Job Summary:

The Hospice & Palliative Care RN is responsible for providing high quality, patient-centered care to individuals navigating life-limiting illness. The RN will manage a combined palliative and hospice patient caseload in collaboration with other members of the clinical team. Working for VHOCC the RN will have the unique opportunity to provide best practice, holistic nursing care that meets individualized patient need in the end-of-life journey.

The Hospice & Palliative Care RN will be responsible for direct care to assigned patients with simple to complex health care needs. The RN will assess, plan, implement, evaluate, and update patient care plans to meet changing needs. The RN will support patient admissions, develop, and execute individualized care plans, contact patients regularly, educate families and caregivers about disease progression/end of life, establish goals of care, and ensure that emergent needs are addressed. The RN will identify and refer patients to needed services and community resources, e.g., respite care, psychosocial support, spiritual care, grief support, state and local agencies, legal advisors, therapists, etc.

All patient care is performed where the patient resides in Clallam County. The area of service is from Diamond Point to Joyce.

This position works in close collaboration with:

- The clinical team which consists of a Clinical Team Manager, Patient Care Coordinators, Part Time & Per Diem RNs, and Certified Nursing Assistants
- The mission support team which consists of the Executive Director, Volunteer Services Manager, Development Director, and Administrative Assistants

Hospice & Palliative Care RN Responsibilities:

- Clinical assessment and management of hospice and palliative care, consistent with the orders of the referring medical provider and organizational procedures, e.g.:
 - Pain management
 - Dyspnea
 - Nausea & vomiting
 - Bowel & bladder function
 - Anxiety
 - Sleep disturbance
- Develop care plans tailored to the patient, family, and/or caregiver.
- Develop a positive, trusting relationship with patients, families, and/or caregivers.



- Contact and care for patients with a frequency which meets organizational expectations and patient/family needs.
- Manage schedule to meet case load demands.
- Serve as the consistent “eyes & ears” for medical providers, e.g.:
 - Evaluate effectiveness of medications and/or treatments.
 - Identify and communicate medication change needs.
 - Identify status changes and emerging care concerns such as infections.
- Educate patients, families, and caregivers about end of life, symptom management, pharmacological options, dosing schedules, safe use of medications, non-pharmacological interventions, grieving, coping skills.
- Identify medical supply needs and assist with access.
- Educate and assist with POLST form.
- Identify CNA, respite, and grief support needs and seek referrals to meet needs.
- Coordinate and assist with accessing community resources, providers, and/or systems.
- Attend death, pronounce, and aid with preparing body for removal per family preference.
- Notify all parties about patient death: mortuary, managers, peers, other agencies.
- Chart in Electronic Health Record system.
- Cover 4 to 10 on-call shifts per month. (A minimum of 6 hours compensation per shift)
- Follow standard professional nursing practices and specific palliative-care practices.
- Participates in unit-based and organization-wide activities, committees, and community activities as appropriate.
- Performs additional responsibilities as needed to support various team functions.

Schedule: This position is a part time position that requires 25 to 36 hours per week. The ideal candidate will work 3 or 4 days per week, including some weekend days. There is a need to cover a minimum of 4 on-call shifts per month. Most of the work will take place in patient homes and VHOCC facilities in Port Angeles and Sequim but there may be opportunities to complete some work remotely.

Wage & Benefits:

- The hourly rate of pay will depend on the experience of the candidate and will be in the range of \$38 to \$41 per hour.
- Miles driven while performing organization business will be compensated at current GSA rates.
- Eligibility for medical, vision, and dental coverage.
- Eligibility for 401K contribution.
- Paid Time Off pursuant to VHOCC’s policies.



Required Skills/Abilities:

- Compassionate communication.
- Strong decision-making, organizational, time-management, and critical thinking skills.
- Attention to detail.
- Strong interpersonal skills focused on patient and family-centered care.
- Comfort working independently and in teams.
- Proven ability to maintain discretion and confidentiality.
- Flexible and adaptable to new situations/emerging needs.
- Ability to multitask, prioritize, and independently identify, address, and solve problems.
- Able to work respectfully with people of different backgrounds and values.
- Ability to develop competency with various technology platforms, tools, and applications.

Education, Certifications, and Experience Requirements:

- Proof of an active WA RN license and current BLS.
- Proof of WA state driver's license, reliable vehicle, and proof of auto insurance coverage.
- Successful reference and background checks.
- Desirable: Two or more years of palliative/hospice care experience.
- Desirable: HPNA certification.

Physical Requirements:

- Ability to kneel, stoop, climb, stand, crawl, and sit for long periods of time.
- Ability to lift 40 pounds at a time.
- Ability to drive between offices and other locations as needed to meet day-to-day business needs. Some night driving.

To apply for this position: Please send a cover letter and resume to office@vhocc.org