**RN, Hospice Case Manager**

**Westminster Canterbury on Chesapeake Bay**

3181 Shore Drive Virginia Beach, VA 23451

**JOB DESCRIPTION**

The RN Hospice Case Manager provides initial and on-going assessment of the impact of the terminal diagnosis on the patient’s physical, functional, psychosocial, and environmental needs and activities of daily living. Implement individuals plan of care and revise, as necessary. Provide ongoing consultation and education for patient/family members regarding all aspects of a terminal diagnosis. Communicate and collaborate with other members of the hospice interdisciplinary team. Supervise Licensed Practical Nurses and hospice aides.

**RESPONSIBILITIES**

* Provide initial and ongoing assessment of the impact of the terminal diagnosis on the patient’s physical, functional, psychosocial, and environmental needs and activities of daily living. Assessment includes risk for pathological grief, cultural and spiritual implications, and verbal or non-verbal communications patterns.
* Implement the individualized plan of care and recommending revisions to the plan as necessary, including managing discomfort and providing symptom relief and providing specialized nursing skills related to palliative and end-of-life care.
* Consult with and educate the patient/family regarding the disease process, self-care techniques, end-of-life care, and the process for dealing with issues of ethical concern.
* Initiate appropriate preventative and rehabilitative nursing procedures.
* Prepare clinical and progress notes that demonstrate progress toward established goal(s).
* Coordinate all patient/family services and prioritize needs with the members of the interdisciplinary team.
* Use the case management approach and refer to other services as needed.
* I:nform the physician and other personnel of changes in the patient’s needs and outcomes of intervention.
* Determine scope and frequency of services needed based on acuity and patient/family needs. Supervise LPNs/LVNs and paraprofessionals providing services to the patient according to regulatory guidelines.
* Participate in in-service programs.
* Provide specialized hospice training to other staff, family members, and informal caregivers to ensure adequate care.
* Provide on-going evaluation of patient/family response to care.
* Assess the ability of the caregiver to meet the patient’s immediate needs upon admission and throughout care.
* Evaluate own needs for support and using identified system(s) to meet the need.
* Apply specific criteria for admission and re-certification to hospice care to establish appropriate levels of care and the patient’s eligibility.
* Communicate information using current process and technology available to the organization.
* Participate in the hospice performance improvement program.

**QUALIFICATIONS**

* Licensed Registered Nurse (RN) in the State of VA
* One year of nursing experience, preferably in hospice, home health, or a skilled nursing facility
* Current CPR Certification
* Strong verbal and written communication skills
* Must be able to meet deadlines and work with limited supervision
* Strong computer skills, including Microsoft Office (Word, Excel, Outlook) and the internet
* Current VA valid driver’s license required
* Proof of motor vehicle insurance
* Motor Vehicle Driving Record satisfactory to Westminster-Canterbury and its insurance providers
* Willing and able to work a flexible schedule
* Physical Requirements:
	+ Must be able to climb at least 2 flights of stairs and be able to stand and/or walk for a period of at least 4 hours
	+ Must be able to perform cardiopulmonary resuscitation and relief of an obstructed airway

**BENEFITS**

* Health & Dental Available Day 1 for new employees!
* Dental Insurance
* Life Insurance
* Long-term Disability Insurance
* Medical Insurance
* Short-term Disability Insurance
* Employee Assistance Program
* Retirement Plan with employer match
* Paid Time Off (PTO)
* Employee Discounts
* Excellent Advancement Opportunities
* Scholarship Program for Employees/Family Members
* Tuition Assistance
* Six paid holidays
* Vision