



JOB DESCRIPTION AND CRITERIA-PERFORMANCE BASED STANDARDS

JOB TITLE:	Licensed Practical Nurse	JOB GRADE:	D9
DEPARTMENT:	Department of Nursing	JOB CLASS:	Hourly
REPORTS TO:	RN, Charge RN, Unit Director	APPROVAL:	_____
ORIGINATOR:	Marian Fischer, MS, RN	DATE:	06/1991
		LAST REVISED:	2013

Main Function:

Renders quality patient care through participation in the nursing process under the supervision of a Registered Nurse.

Required Job Specific Competencies:

- Adheres and contributes to the patient treatment plan under the direction of the RN, collecting data for the RN to interpret
- Reinforces patient teaching/instructions
- Maintains clinical skills through practice and continuing education
- Upholds standards to ensure safe care to include fall prevention, medication administration and the prevention of skin breakdown.
- Demonstrates knowledge of principles of growth and development across the life span and integrates into practice
- Demonstrates competence in the use of medical equipment
- Lives the CARES values
- Complies with HIPAA regulations

QUALIFICATIONS:

Education:

- A graduate of an approved LPN accredited nursing program; permit or licensed to practice in New York State

Experience:

- May or may not be experienced as necessary for the specific LPN position.

Complexity of Duties:

- Time management skills in delivery of patient care for a multiple patient assignment.
- Ability to take direction and collaborate with an RN in the care of patients
- Able to interact with other members of the health care team in a positive and collaborative manner.

Supervisory Responsibility/Supervision Received:

- Directly reports on a shift basis to an assigned RN. Reports to the unit nurse manager/assistant manager.

Organization Impact:

- Misinformation, wrong or omitted intervention may result in patient harm.

Contact with Others:

- Interacts with members of the healthcare team, patients and families in a positive and collaborative manner.

Working Conditions/Hazards/Equipment & Machinery Used:

- Stands and walks for long periods of time. Must be able to lift, push and pull heavy weights during patient care. Works in well lighted, well ventilated areas. May be subject to temperature variables. Frequently exposed to disagreeable odors, sights, sounds, body wastes, blood etc. Exposed to emotional stresses associated with the care of the ill and dying. May be exposed to infectious diseases, muscle strain or injury from patients that may fight, kick, bite, scratch etc

KEY RESPONSIBILITIES

A. Job Specific

Responsibilities/Standards	% Time
<ul style="list-style-type: none"> ◆ • Consistently renders quality patient care through participation in planning, implementing and continuing evaluation of nursing care of selected patients by attending report, assuring patient safety, utilizing equipment appropriately, performing care, explaining care, making rounds and responding quickly. • Performs care and treatments according FFTH policy and procedure manual and within NYS Education Department Nurse Practice Act. 	40%
<ul style="list-style-type: none"> ◆ • Confers with RN regarding plan of care and update plan as agreed. 	10%
<ul style="list-style-type: none"> • Assists in quality improvement monitoring as requested. 	5%
<ul style="list-style-type: none"> ◆ • Communicates pertinent assessment data and patient condition to appropriate members of the healthcare team. 	10%
<ul style="list-style-type: none"> ◆ • Documents complete and accurate information of patient status and care rendered. 	15%
<ul style="list-style-type: none"> ◆ • Administers medication and intravenous therapy according to policy within the scope of the LPN role. 	15%
<ul style="list-style-type: none"> ◆ • Assists the registered nurse in providing patient and family healthcare teaching, discharge planning and orientation of new staff. 	5%

◆ Denotes Essential Job Functions (Americans with Disabilities Act)

Discussed with Associate:

Associate Signature

Department Leader Signature

Date

Date