

## **Night Shift Hiring Incentive \$3600 for RNs/LPNs (12 hour night shifts fulltime)**

Michigan Licensed dependable, hard working, and dedicated to making our elderly residents' lives the best they can be, this is your chance to join a winning team of dedicated professionals. Competitive wage based on training and experience. Full time positions with shift differential and excellent benefit package includes health insurance, generous time off, paid term life insurance, employer paid retirement and double time for holidays worked. Will consider accepting nurses for contingent positions. Send resume to HR, Bay Bluffs ECMCF, 750 E. Main Street, Harbor Springs MI 49740 or fax to 231-526-8467 or view [www.baybluffs.org](http://www.baybluffs.org) and apply on line. E.O.E.

### **Position Summary:**

1. Supervise and coordinate activities of nursing personnel on assigned unit(s).
2. Use team approach in problem solving.
3. Give professional nursing care to residents, in support of medical care, using the nursing process, as well as accepted nursing standards of practice.

### **Principal Duties and Responsibilities:**

1. **Provide high standard of resident care and be a role model for others.**
2. **Communicate** with team members and charge nurse, in a proactive manner, to promote resident care. This includes keeping team updated on resident changes.
3. Promote teamwork by facilitating positive group relationships. Promote and maintain good interpersonal relationships and communication with residents, families, medical and others that influence resident progress.
4. Demonstrate a spirit of service and cooperation in responding to the needs of residents and coworkers, including the ability to deal with stressful situations in a calm and positive manner.
5. Demonstrate a professional commitment to residents and staff by adhering to Bay Bluffs' Rules, Policies and Procedures.
6. Assess resident status for changes. Attempt to anticipate and avoid problems before they occur and/or implement measures to minimize risks.
7. Give and receive a complete and concise report to assure that team personnel are aware of resident condition and needs.
8. Make rounds for individual assessment of residents, as needed.
9. Administer medications in accordance with Bay Bluffs' Policies and Procedures, and accepted professional standards of practice.
10. Use professional knowledge, along with consideration of accepted nursing standards of practice to guide judgment in resident care.
11. Supervise, assist, consult with, and teach staff in accordance with nursing standards.
12. Assure that the written nursing Care Plan for each resident is implemented, updated and revised as needed.

13. Assess resident needs by gathering data about the resident from the resident, family, observation, reviewing the clinical record, knowing the medical diagnosis, and positively seeking information from the physician, and other personnel caring for the resident.
14. Record the resident's needs and problems, and write appropriate nursing directives for supportive measures.
15. Interpret physician orders, clarify as necessary, and assume responsibility for execution of Physician Orders.
16. Views the care setting as the resident's home and works to create attributes of home.
17. Communicate residents' needs and problems to physician, as needed, to provide optimal care.
18. Verify completion of CNA tasks for unit and shift. Assure that discharged residents' rooms are packed and cleared, as appropriate, with equipment cleaned and returned to the proper place and/or department.
19. Print ADL completion reports and bowel and bladder documentation from OEMR. (May delegate this printing.) Follow up with CNAs to assure completed tasks and documentation.
20. Check all documentation; evaluate effectiveness of each care plan, comfort and safety of nursing care and degree to which the residents' needs are being met. Make or suggest changes to plan of care, as appropriate.
21. Implement teaching plan for residents and/or family for continued care at home.
22. Attend staff meetings, in-services and educational programs as mandated and/or necessary.
23. Perform other duties as assigned by the Director of Nursing and Assistant Director of Nursing.
24. Maintain professional license, certification in satisfactory standing.

**Summary of Occupational Exposures: (Blood Borne Pathogens)** – The employee signing this job description **has a reasonably anticipated risk** of exposure to blood borne pathogens; including but not limited to blood and/or other infectious material, as the result of occupational tasks.

**Requirements of the Position:**

1. Licensed nurse (LPN or RN) with Michigan Department of Licensing and Regulatory Affairs (LARA).
2. Excellent communication skills.
3. Excellent nursing assessment skills. Ability to collect and critically analyze data in order to assess resident needs.
4. Intact, or adequately corrected, senses of sight, hearing, smell and touch, to allow for general nursing assessment.
5. Adequate physical health to allow standing for long periods and walking for distance needed for resident assessment and medication pass.