



**JOB DESCRIPTION/PERFORMANCE APPRAISAL**

**JOB TITLE:** Registered Nurse (RN) Employee Name: \_\_\_\_\_

**DEPARTMENT:** Home Health Hire Date: \_\_\_\_\_

**SUPERVISED BY:** Nursing Supervisor and/or Director of Clinical Services (DCS) Review Date: \_\_\_\_\_

**JOB CLASSIFICATION:** Non-Exempt HR Return Date: \_\_\_\_\_

All the duties and standards of this position will be performed according to established policies, procedures and guidelines within the department and the organization.

These examples of work are not all encompassing or restrictive, and are expected to vary with changing needs and priorities. The duties for a specific position with this title will be defined and assigned by the immediate department director/manager.

This job description is not, nor is it intended to constitute a contract of employment between St. Andrews & Bethesda Home Health and the employee engaged to perform the job described herein ("employee"). St. Andrews & Bethesda Home Health reserves its full rights as the employer and the relationship between St. Andrews & Bethesda Home Health and the employee is intended to be one of employment at will meaning that both St. Andrews & Bethesda Home Health and the employee shall have the same right to terminate the employment relationship at any time, without prior notice, and either with or without cause. St. Andrews & Bethesda Home Health further reserves the right to amend all or any portion of this job description (including, but not limited to, the duties, responsibilities and requirements for the job) at any time and from time to time without prior notice to employee.

**Job Summary:**

The RN is responsible for the provision of the clinical services/clients assigned to them within the agency, in cooperation with the Nursing Supervisor and/or Director of Clinical Services. He/she is a health care professional with knowledge, experience, and ability, to effectively administer the clinical programs. He/she follows, adheres to, and provides leadership to all staff and ensures compliance with all applicable Federal, State and local laws, rules and regulations. This person may supervise, or provide guidance to other staff to facilitate appropriate patient care and adherence to physician orders and appropriate rules and regulations.

**JOB QUALIFICATIONS:**

- A) EDUCATION AND TRAINING:  
Graduation from an accredited School of Nursing and Baccalaureate degree in Nursing preferred.
- B) LICENSING/REGISTRATION/CERTIFICATION:  
Current RN Licensure in Missouri.  
Current driver's license
- C) EXPERIENCE:  
Minimum of 1 year of recent experience in home health and/or related field.
- D) SKILLS AND ABILITIES:  
Knowledge of regulatory requirements and management processes.  
Excellent oral and written communication skills.  
Computer skills

An individual without requisites stated above may present a written justification explaining the relevance of his/her background for a specific vacant position. Depending on organizational needs and availability of more qualified applicants, an applicant may have some or all requisites revised or waived at Bethesda Health Group's discretion.

**PHYSICAL AND MENTAL EFFORT:**

- 1. Manual dexterity skills, including repetitive use of hands, fingering, and grasping.
- 2. Able to stand, walk, and sit four (4) hours at a time.
- 3. Repetitive bending and reaching up to two (2) hours a day.
- 4. Average vision/hearing.
- 5. Able to lift 25 pounds from floor to waist.

The physical demands described on the Employer Requirements Form (attached) are representative of those that must be met by an employee to successfully perform the essential functions of this job.

**ENVIRONMENTAL AND WORKING CONDITIONS:**

**Protective Equipment Required:** As required by task and procedure. This position is an OSHA Category I with respect to blood borne pathogens, which means that tasks may require exposure to blood, body fluids, or tissues.

**Environmental Exposures:** Per clinical care standards.

This position could work in any of the following environments;

1. Office
2. Clients' home.
3. Medical Office buildings.
4. Other settings within the community.
5. May be required to travel in-frequently for seminars or other educational opportunities.

May be exposed to sharps, blood, body fluids, and chemicals.

**BLOOD BORNE PATHOGENS CATEGORY:** Exposure Risk: High-Offer Hepatitis B vaccination

**HEPATITIS A VACCINATION:** Required

**MACHINES/EQUIPMENT/TOOLS:**

PRIMARY

1. Personal Computer
2. Ten Key Calculator
3. Copy Machine
4. Facsimile Machine
5. Motor Vehicle

**HIPAA Requirement: PHI Access**

The Medical Social Worker (MSW) will have access to all protected health information of the resident.

The purpose of the performance review is for the supervisor and the employee to thoroughly review the employee's past performance and develop goals and objectives for the coming year.

The following performance levels should be used to rate the employee's level of performance with regard to each duty:

A rating of 1 – DOES NOT MEET STANDARDS: The standard is not always met. The level of performance is generally below what is expected, showing need for improvement. A plan of action for improvement must be written.

A rating of 3 – MEETS STANDARDS: The standard is met. The level of performance meets the standard requirements of the position. Assignments are performed in an acceptable manner.

A rating of 5 – EXCEEDS STANDARDS: The standard is met. The level of performance consistently exceeds the standard requirements of the position. Assignments are performed in an exemplary manner.

A rating of 2 or 4 can also be given if in between category performance is assessed.

The Reviewer rates the employee's performance in the rating section. The Reviewer then makes appropriate comments related to the specific job responsibility. Upon completion of the evaluation session, both the employee and supervisor sign the performance review. The employee may have a copy of the completed review. The completed performance review is forwarded to Human Resources. All sections must be completed with appropriate dates and signatures.

**PERFORMANCE RESPONSIBILITIES:**

The following description of job responsibility and standards is intended to reflect the major responsibilities and duties of the job, but is not intended to describe minor duties and other responsibilities as may be assigned.

**RESPONSIBILITIES AND STANDARDS:**

All are essential job functions according to ADA guidelines. These are measured by supervisory observation, staff and resident/family feedback, review of documentation, and in-service attendance.

**PART I PERFORMANCE LEVEL SCORING – JOB DESCRIPTION**

1. Organizes, coordinates, and directs the ongoing provision of the services to the clients assigned to them within the agency.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

2. Ensures the delivery of quality patient care and when appropriate, provides supervision during all service hours including, but not limited to supervision of; LPN's and CHHA's.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

3. May be asked to assist in preparing annual budget with Nursing Supervisor and/or the DCS and controls operational activities toward accomplishment of budget goals.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

4. Ensures that adequate qualified personnel are provided, retained, and utilized in an efficient manner.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

5. Participates in professional growth and staff development opportunities and ensures they maintain, enhance their skills while maintaining licensure within the state the services are being provided.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

6. Participates in the implementation, integration, and maintenance of the Quality Improvement Program.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

7. Ensures compliance with regulatory and accrediting standards.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

8. Maintains ongoing liaison with staff and community.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

9. Ensures the accuracy of public information materials and activities.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

10. Establishes and maintains effective channels of communication, with all staff and related activities and programs within the community.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

11. Assists with the development, implementation, reviews, and revises policies and procedures that guide and support the provision of services and meeting the agencies goals and objective.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

12. Performs other duties as assigned.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**EMPLOYEE ACKNOWLEDGMENT:**

I have reviewed and I understand the job duties and expectations outlined in this job description. I agree to perform the work in a manner acceptable to my immediate supervisor and within guidelines defined in the policies and procedures of St. Andrews and Bethesda Home Health. I also understand that continued employment will depend on my demonstrated ability to perform the work as expected.

Employee: \_\_\_\_\_ Date \_\_\_\_\_

Supervisor: \_\_\_\_\_ Date \_\_\_\_\_

**JOB DESCRIPTION APPROVAL:**

Department Manager: \_\_\_\_\_ Date \_\_\_\_\_

Administrator: \_\_\_\_\_ Date \_\_\_\_\_

Job Description Review/Revision Date: **09/01/07**, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_,

**BEHAVIOR EXPECTATIONS FOR ALL HOURLY EMPLOYEES**

**Customer Service** –Uses tact, courtesy and good judgment in dealing with others. Treats all with consideration, respect and dignity. Respects resident and staff confidentiality. Demonstrates ability to consider diverse needs of others regardless of culture, religion, disability, etc.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Collaboration/Communication** – Demonstrates willingness to work with others (physicians, staff, residents, families, visitors) in accomplishing day-to-day work activities. Listens to ideas of others and effectively communicates own thoughts. Maintains flexibility to adapt to different methods of achieving work-related goals. Open to change.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Excellence** – Demonstrates passion for excellence in day-to-day work activities. Is proactive in working toward quality standards established in the organization and department. Contributes to the achievement of team and department goals. Participates in the Continuous Quality Improvement process as requested.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Ethics** - Maintains ethical standards required by Bethesda's Code of Conduct. Demonstrates accountability and takes initiative.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Orientation** - Assists with new employee orientation as requested. Creates a receptive environment for new employees, making them welcome and assisting both informally and formally with new employee orientation (such as being a mentor, preceptor, etc. to assist with acclimation to the facility.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Dress Code** – Wears ID badge. Wears clean well-maintained attire as required by job. Always appears well groomed, with make-up, jewelry, nails and hairstyle maintained in moderate style per dress code in the Employee Handbook. Always maintains an appearance that promotes a business image suited to the needs and requirements of department & position.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Attendance/Timekeeping** – Maintains proper attendance (three occurrences of absenteeism in a 90 day period is excessive & two occurrences of absence in conjunction with scheduled time-off is excessive). Demonstrates flexibility in scheduling and adheres to policies regarding rest and meal periods. Clocks in/out with badge on scheduled days and reports for work at designated start time. (Two occurrences of tardiness in excess of one (1) minute in a pay period is excessive.)

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Safety** – Demonstrates safe work habits and knowledge of all related requirements and practices relative to job assignment. Completes Incident Reports according to policy for any work-related illness or injury and seeks necessary first aid and treatment.

Uses required precautions to prevent injuries such as needle sticks, falls, and back injuries. Wears required safety attire specific to the job. Follows all established infection control practices. Follows established safety precautions in the use of supplies and equipment. Completes incident reports according to policy for any work related illness or injury and seek first aid and treatment as necessary. Assists in maintaining a safe, clean and comfortable environment for the resident, including reporting any hazardous conditions or equipment. Knows emergency plans and participates in all emergency preparedness activities (including drills) in a professional and competent manner.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Resident Rights:** Demonstrates awareness of residents' rights. Maintains confidentiality of all resident information. Treats all residents fairly and with kindness, dignity and respect. Respects resident's privacy including providing care in privacy and knocking before entering a resident's room. Is aware of, and practices in a manner to prevent resident abuse. Knows reporting procedure to report suspected abuse or neglect. Knows the definition of resident abuse and practices the methods to help prevent abuse. Makes appropriate persons aware of any resident complaint or grievance.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**Education/Competencies/Employee Health** – Has attended the mandatory continuing education courses & competencies as designated by the employees' position and outlined on the Employee Education Record (See Attached Pink Sheet). Reminder: all nursing staff are required to complete a minimum of 12 continuing education hours per evaluation year. Employee has received annual PPD testing, physical assessment and Hepatitis A & B series as required by position. Employee takes responsibility for professional growth.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

**SPECIFIC TO POSITIONS WITH PATIENT CONTACT**

**Appropriateness of Care** – Has the knowledge of growth and development and takes age and other diverse needs of patients served into consideration. Possesses the ability to understand and respond effectively to residents' needs.

Rating \_\_\_\_\_ Comments: \_\_\_\_\_

REQUIREMENTS FOR ANNUAL INCREASE  
Annual PPD & Mandatory Continuing Education Courses Completed

Annual PPD Completed on \_\_\_\_\_ (Date) Verified By \_\_\_\_\_ (Supervisor signature)

Inservices Completed on \_\_\_\_\_ (Date) Verified By \_\_\_\_\_ (Supervisor signature)

**IF AN EMPLOYEE HAS NOT COMPLETED THEIR MANDATORY CONTINUING EDUCATION COURSES AND THEIR ANNUAL PPD, THEIR ANNUAL RAISE WILL BE DELAYED UNTIL THESE ARE COMPLETED.**

Add the Total of ratings given for each section in the Performance Appraisal.

Performance Level: Total Points Earned/Total number of job duties = Average Score:

Job Description \_\_\_\_\_ / Number of job duties \_\_\_\_\_ = \_\_\_\_\_

Total Points Earned/Total number of Behavioral Expectations = Average Score:

Behavioral Expectations \_\_\_\_\_ / Number of Behavioral Expectations \_\_\_\_\_ = \_\_\_\_\_

**Reminder: Comments must be added for each area in which the standard has been exceeded or has not been met.**

**Overall Score – Job Description average score + Behavioral Expectations average score/2**

\_\_\_\_\_ + \_\_\_\_\_ /2 = \_\_\_\_\_

Pay Grade: \_\_\_\_\_ Quartile: \_\_\_\_\_

Manager to complete:

Current Pay Rate: \$ \_\_\_\_\_ % Increase \_\_\_\_\_ New Pay Rate: \$ \_\_\_\_\_

Salary Increase Approval \_\_\_\_\_  
(Administrative signature)

Summarize areas for improvement (Any rating of "DOES NOT MEET STANDARD" MUST INCLUDE A PLAN OF ACTION FOR IMPROVEMENT.) Note any disciplinary action given during the last review period.

Summarize goals established and accomplished at or since last review. Note any accomplishments that would indicate performance-exceeding standards.

Identify employee developmental goals for upcoming review period.

GOALS	ACTION PLAN
1.	
2.	
3.	
4.	

Employee's Signature\*\* \_\_\_\_\_ Date \_\_\_\_\_

Supervisor's Name (Please print) \_\_\_\_\_

Supervisor's Signature \_\_\_\_\_ Date \_\_\_\_\_

\*\*If the employee wishes to make written comments regarding the performance review, the comments may be submitted to the supervisor and will be attached to this form, becoming a permanent part of the evaluation.