**POSITION TITLE:** SAFEMED NURSE LEADER

**JOB SUMMARY:**

The SafeMed Nurse Leader is responsible for developing an after hospital care plan for participants in the SafeMed program prior to discharge, helping to supervise Community Health Outreach Workers (LPN/MA/Health Coach and/or Pharmacy Technicians) implementing a plan of care that extends beyond the doors of the hospital, and providing direct assistance and care to participants experiencing early exacerbations of their chronic illnesses. Specifically, the SafeMed Nurse Leader will serve as an integral member of the SafeMed team responsible for helping to lead community health activities, including but not limited to: developing after hospitalization care plans for participants to prevent exacerbations and self-management of the discharge diagnoses following discharge, supervising care plan implementation by LPN and Pharmacy Technician Community Health Outreach Workers, helping to lead small group SafeMed Support Sessions, working collaboratively with the SafeMed Physician and Pharmacist Leaders providing leadership of the clinical care team to address exacerbations of chronic disease, and acting as a change agent for a specific patient population by incorporating the role of clinical expert, role model, consultant, educator, practitioner, and nurse leader. Provides clinical expertise to individual patients/families and/or groups of patients/families by providing direct and indirect patient care by telephone and/or when participating in and/or supervising home visits. Collaborates with the health care team in assessing, designing, implementing, and evaluating the SafeMed program. Works with the SafeMed team to revise after hospital care plans as needed to prevent chronic disease exacerbations and address early exacerbations. Provides open access through the primary care practice/outpatient center and by telephone to address early signs or symptoms of exacerbation following discharge. Supervises population-based Community Health Outreach Workers following discharge. Helps to lead SafeMed Support Sessions to assist participants in safe medication use and chronic disease self-management. The SafeMed Nurse Leader will model appropriate behavior as exemplified in the Mission, Vision and Values of the program.

**EDUCATION/TRAINING REQUIRED**:

* Proficiency in applying advanced concepts, principles, and professional techniques in a specialized field of nursing. Such proficiency is acquired through completion of an RN degree or master’s degree or higher in a nursing specialty and is demonstrated through national specialty certification as an RN or nurse practitioner.
* Experience in acute management of chronic disease exacerbations for conditions such as congestive heart failure, hypertension, diabetes, coronary artery disease, or chronic lung disease preferred.
* Experience in home health, urgent care, or hands on experience in chronic disease management preferred.
* Registered Nurse with current license to practice professional nursing in the state of employment or Advanced practice licensure/certification as required by the State of employment with prescriptive authority (e.g. NP or Certified Nurse Specialist with Certificate of Fitness).

**RELEVANT EXPERIENCE REQUIRED**:

* Three to five years of general nursing experience of clinical practice at the RN level.

**PATIENT GROUPS SERVED**

 [ ]  Neonates (0-28 days) [ ]  Children (2-12 years) [x]  Adults (18-64 years) [ ]  All Patient Groups

 [ ]  Infants (29 days – 23 months) [ ]  Adolescents (13-17 years) [x]  Geriatrics (65 years and older) [ ]  N/A

**PHYSICAL DEMANDS/CONDITIONS:**

* Frequent invasive and non-invasive patient contact.
* Exposure to patient body fluids as well as exposure to hazardous or poisonous materials.
* Exposure to excessive heat or cold as required.
* Ability to react quickly to emergency situations.
* May require handling or administering of narcotics.
* Ability to read and write to communicate orally and in writing with other individuals.
* Ability to lift and carry up to 50 lbs. without assistance and push and pull up to 250 lbs.
* Ability to sit in one place, stand, walk, squat, kneel, reach, twist, crawl, and bend.
* Ability to perform repetitive hand and wrist motion, as well as using hands for gripping and squeezing.
* Ability to use hands and feet together for repetitive coordinated motions.
* Good hand-eye coordination.

**INTERNAL CONTACTS:**

* Daily contact with the primary care practice/outpatient center team, particularly licensed practical nurses and medical assistants serving specific patient populations, and physicians.

**EXTERNAL CONTACTS:**

* Frequent contact with patients, patient family members, students, and visitors.
* Occasional contact with physician office personnel and representatives from community agencies.

**SUPERVISION PROVIDED BY THIS POSITION TITLE:**

* Supervises licensed practical nurses, medical assistants, health coaches, pharmacy thechnicians and/or other healthcare workers dedicated to the SafeMed population-based healthcare improvement program.

**POSITION TIME REQUIREMENTS:** 20 – 50% time.

**STATEMENT OF NON-INCLUSIVITY:**

* This job description is not to be construed as a complete listing of the duties and responsibilities that may be given to any employee. The duties and responsibilities outlined in this position may be added to or changed when deemed appropriate and necessary by the person who is managerially responsible for this position.

**JOB FUNCTIONS – SAFEMED NURSE LEADER**

**1. Clinical Practice Expert: Provides advanced level of direct and indirect care to individual patients/families and/or groups of patients/families in collaboration with physicians and interdisciplinary team members.**

**Standards:**

* Provides independent and collaborative diagnosis and management of health care problems and disease prevention for specific patients and patient populations in accordance with practice protocols, state Rules and Regulations, and standards of the health system.
* Obtains, analyzes and interprets history, including presenting symptoms, physical findings, and diagnostic information to develop appropriate and differential diagnoses.
* Performs comprehensive and problem-focused physical examinations
* Employs appropriate diagnostic and therapeutic interventions and regimens with attention to safety, cost effectiveness, simplicity, acceptability, adherence, and efficacy.
* Participates in the implementation of appropriate medical treatment in collaboration with supervising physicians and other interdisciplinary team members; practitioner may write orders, prescriptions, administer medications, or order subsequent testing as permitted by the health system and in compliance with all applicable state Rules and Regulations
* Provides guidance for all patient care and leadership in the efficiency of care delivered and promoting the efficient, effective, safe transition of the patient through the care setting/s.
* Formulates interventions based on scientific rationale, evidence-based standards of care, and practice guidelines and translates this care to others while leading and modeling systems of care.
* Initiates appropriate and timely consultation and/or referral when necessary.
* Serves as a consultative resource for staff providing expert knowledge and role modeling behavioral skills that impact clinical practice and patient outcomes.
* Identifies learning needs of individual and groups of patients and families.
* Provides anticipatory guidance, counseling, and health maintenance to promote health, reduce risk factors, and prevent disease and disability, based on age, developmental stage, family history, and ethnicity across the continuum of health.

**Comments/Examples:**

**2. Education/Clinical Staff Development: Provides leadership and collaborates with other health professionals and educational resources to establish staff education programs to address the specific needs of populations of patients.**

**Standards:**

* Applies adult education principles of teaching and learning in serving as an educator of advanced concepts for patient care and evaluates and shares outcomes with nursing staff, interdisciplinary team members, managers, and clinical educators.
* Assists nurse leaders, clinical educators, nursing staff, and educational resources as needed to implement teaching initiatives, develop patient and staff education materials and/or continuing education programs.
* Serves in a consultative and resource capacity related to advance nursing practice to other divisions, departments, and the community.
* Contributes to student nurse learning through informal and formal planned contacts and as required participates in the management or precepting of clinical experiences for students.

**Comments/Examples:**

**3. Program Implementation and Evaluation: Demonstrates effective collaboration and team building with program personnel, including other health professionals, divisions, and departments to generate knowledge and make practice changes based on the results of organizational and departmental quality improvement processes and evaluation findings.**

**Standards:**

* Collaborates in the design, implementation, and evaluation of strategies developed to address results of quality improvement processes.
* Communicates health advice, instruction, and counseling appropriately using evidence-based rationale. Reviews and disseminates evidence-based best practice and latest research findings to managers and staff in relevant clinical specialty areas.
* Facilitates team building through regular meetings, coaching, and collaborative clinical care with program managers and staff.
* Provides leadership and facilitates the interpretation and application of evaluation findings into changes in practice by managers and staff.
* Participates in evaluation efforts to investigate clinical issues, program fidelity, and program effectiveness.
* Collaborates to define specialty-based clinical quality indicators, monitor program activities, and analyze variance in processes and outcomes of care.
* Models through direct care and consultation to others within the system including leaders and medical staff and others the best of quality and safety science and outcomes derived by quality improvement initiatives.

**Comments/Examples:**

1. **Clinical Leadership: Provides leadership in meeting system, organizational, division, and departmental goals.**

**Standards:**

* Manages organizational functions and resources within his/her scope of responsibilities as a nurse practitioner.
* Chairs and/or participates, providing clinical expertise, in unit, divisional, departmental, interdepartmental, or system committees or groups.
* Provides consultation for the design of patient care delivery methods and collaborates with other professionals to achieve unit, divisional, departmental, organizational, and system goals.
* Collaborates with the practice manager and staff to implement nursing care activities to achieve unit, divisional, departmental, organizational, and system goals.
* Consults with practice leadership to implement other special projects and tasks as needed.

**Comments/Examples:**

**5. Demonstrates accountability for professional responsibilities and self-development.**

**Standards:**

* Assures clinical competency and expertise in area of specialty with current state licensures and prescriptive authority as well as meeting appropriate privileging and credentialing standards within the health system.
* Understands, applies, and supports unit/departmental/hospital policies, procedures, and standards.
* Participates in professional nursing activities in the department, hospital, community, and professional organizations.
* Engages in self-evaluation and uses evaluative information, including peer review, to improve care and practice.
* Interprets own professional strengths, role, and scope of abilities into practice and collaborative professional relationships and practice.
* Participates in activities that enhance clinical expertise and professional development.
* Collaborates with specialty groups which influence the health care of specialty based patient population.

**Comments/Examples:**

1. **Performs other job functions. In addition to the responsibilities above, the SafeMed Nurse Leader will be dedicated to the population-based healthcare improvement SafeMed program.**

**Standards:**

* Understand and implement the goals of the project.
* Assist in the development of the infrastructure to support the reporting of processes and outcomes of care for the project; and insure data is entered correctly for all collectors under this role’s management
* Attend scheduled project meetings to insure quality and track outcomes
* Have a patient-centered focus in the delivery of evidence based interventions and additional project related interventions with participants in this study
* Collaborate in and help lead team meetings to facilitate problem solving for program participants
* Implement changes to protocols as designed by the SafeMed team leaders.
* Develop after hospital care plans to prevent exacerbations for program participants.  In the hospital prior to discharge the SafeMed Nurse Leader will:
	+ serve as a discharge advocate for project participants and identify the most likely factors that could lead to readmission for each patient
	+ develop a discharge plan in partnership with the patient that includes the discharge medication list
	+ educate the patient regarding the plan, identification of early signs of exacerbation, methods for addressing early signs of exacerbation, and approaches for risk factor reduction
* Provide open access to address early signs or symptoms of exacerbation. In the outpatient center following discharge the SafeMed Nurse Leader (and/or her team members) will:
	+ be available by phone to address questions of program participants
	+ be available to assist in addressing potential early exacerbations by protocol referral by outreach workers
	+ be available in person to assist in assessing program participants and addressing potential early exacerbations in the Non-Acute Area of the hospital either through direct referral by outreach workers according to protocol or triage from the ED
* Supervise SafeMed outreach workers. Following discharge the SafeMed Nurse Leader (and/or her team members) will:
	+ be available by phone and in person to address participant and outreach worker questions
	+ inform outreach workers of "after hospital care plan" for each patient and assist them in implementing plan and educating participants
	+ participate in periodic case management meetings to assist outreach workers in supporting and addressing critical unanticipated needs of program participants
* Accept other job functions as assigned related to the project.

**Comments/Examples:**

**7. Assist in Leading and Facilitating SafeMed Support Sessions**

**Standards:**

* Works in collaboration with the SafeMed Pharmacist and Physician Leaders to deliver content and moderate discussions
* Answers questions in a manner that ensures patient understanding
* Ensures that workshop participant attendance is documented
* Assists in health screenings and other health promotion activities for program participants
* Accept other job functions as assigned related to the project.