

Hospice Nurse Liaison

Job Title: Hospice Case Manager-Palliative Care Consultant

Purpose of the Position:

The Nurse Liaisons serve in a consultant role, acting as an advocate for area hospice programs and providing education for healthcare professionals. The purpose of this jointly sponsored project between the hospitals and the hospices is to improve care for all patients who are terminally ill and specifically to provide better management of hospice patients.

Job Responsibilities:

- For the purpose of improving care of the terminally ill, develop a hospice presence in the hospital, attending and facilitating rounds and care conferences when possible, conferring with providers, speaking at in-service meetings, attending committee meetings, and participating in new staff orientation
- Develop, educate, implement, and serve as a consultant to hospital medical professionals concerning hospice programs, palliative care, and pain management and about hospice Medicare/Medicaid/commercial reimbursements
- Act as a liaison and advocate for hospice patients admitted to the hospital
- Ensure the hospice plan of care is adhered to during the in-patient admissions
- Help determine if inpatient admission of hospice patient is related to terminal illness
- Work with physicians, nurses, social workers, and other medical professionals to assure only palliative care is administered to admitted hospice patients
- Assess each consult to determine the appropriateness for hospice admission, based on individual hospice criteria
- Inform appropriate hospital patients and their families about the hospice philosophy, goals and services
- For patients deemed appropriate for hospice, conduct a full assessment and if appropriate inpatient admission according to the established protocol
- Make appropriate referrals to hospice programs on discharge.
- Work with individual hospice programs, hospital personnel, patient/family and physician to assure smooth discharge process
- Confer freely with all participating hospice programs to facilitate the decision-making process, reinforcing collaborative relationships
- Keep statistical and other program measuring outcomes, including maintaining and submitting quarterly records (by hospital) of time spent, referrals and assessments, patient outcomes and satisfaction, and related activities
- Participate and assist in any research, CQI, or other studies involving end of life care
- Work in conjunction with hospital case managers in reviewing the hospital daily census for appropriate patients, providing consultation and follow up as requested
- Encourage timely consideration by hospital staff and physicians for hospice as an alternative mode of care, assisting in identification of appropriate patients for the

- purpose of improved palliation of symptoms and supportive care for terminally ill patients
- Perform other duties as agreed on by the hospice council and the hospital

Job Qualifications:

- RN with a minimum of seven (7) years full-time equivalent experience
- Past RN experience should be in a transferable or applicable clinical venue of nursing practice
- MSN preferred
- Demonstrates clinical competency; ability to collaborate with others; ability to initiate and plan own work activities; effective patient/staff teaching
- Possesses and maintains good physical stamina and mental health
- Has presented a pre-employment physician's health clearance including a negative TB skin test and/or CXR and other tests as required by organization policy

Physical Requirements and Environmental Conditions:

- While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle or feel objects, tools, or controls; reach with hands and arms; and talk and hear
- The employee is occasionally required to stand; walk; and stoop, kneel, crouch, or crawl
- The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 20 pounds, and occasionally lift and/or move up to 40 pounds
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus
- May be exposed to blood, body tissue and fluids regularly, as well as other hazardous waste materials
- May be exposed periodically to physical injury, burns, noise, environmental stress, and some electrical hazards