

Position: RN/Supervisor

POSITION SUMMARY

Under direction of the Clinical Supervisor, the RN is to provide safe, direct patient care utilizing the nursing process in the ambulatory setting including all HMS policies and procedures and the state of NM Nurse Practice Act. Supervision of Medical Assistants as appropriate within the clinic. Ages of patients served includes: newborn, pediatric, adolescent, adult, and geriatric age groups. The Primary Care Clinical RN provides clinical leadership for clinical staff.

POSITION ACCOUNTABILITIES

1. Assists in preparation of patient care areas. Ensures that patient medical records contain necessary information; obtains basic medical history, to include allergies, current medication use, chief complaint; triages and initiates care for patients. Accurately enters data in the current E.H.R. software.
2. Travel to and provide coverage for nursing duties at any HMS site, as directed by supervisor, as needed to support patient care delivery.
3. Assesses patient's condition and nursing needs; sets goals and utilizes appropriate nursing actions to achieve goals.
4. Uses the nursing process to implement and document an individualized nursing care, which includes patient/family teaching, under the supervision of a Provider.
5. Performs appropriate routine treatment procedures, including blood draws, catheterization, EKG, I V's and proper medication administration including inventory, ordering receiving and documentation of all medications, injectable medication and Vaccines for Children, "VFC".
6. Assists with set up for patient visits and procedures, special tests, procedures and complex treatments. Stocks exam rooms, lab and pharmacy as appropriate.
7. Accurately obtains and records vital signs and reports pertinent observations and reactions regarding patients to appropriate medical/clinical staff.
8. Assists with or institutes emergency measures for sudden, adverse developments in patients.
9. Processes data and generates reports; triages and handles patient calls and contacts in the office and documents them appropriately.
10. Promotes a safe and clean environment for patients, visitors, and staff
11. Processes requests and properly documents labs, cultures, ensures follow-up on abnormal results.
12. Maintains established HMS policies and procedures, objectives, quality assurance program, safety, environmental and infection control standards.
13. Assists in developing clinical policies and procedures
14. Reviews Infection Control processes for compliance.
15. Participates in Quality Improvement Program and medical chart reviews.
16. Ensures that equipment is maintained; assigns staff to monitor and order supplies and medications. Working knowledge of supply locations, equipment and proper usage.
17. Promotes fiscal stability of HMS by cost-effective use of resources.
18. Participates in orientation and evaluation of new clinical personnel.
19. Acts as preceptor for nursing students.
20. Assumes responsibility for maintaining competence in clinical practice
21. Attends continuing education activities pertinent to practice setting.
22. Clinical support staff may visit patients in their home to perform preventative health care and/or draw labs as ordered by their supervising Provider. Relevant protocols must be developed to assure compliance with home health guidelines for patient care and staff competencies and safety when providing care in a patient's home.
23. Assists Lead Provider with interviews and hiring recommendations for vacant MA positions.
24. Oversees time-clock/timesheet functions and tracks MA use of overtime within company policies.
25. Directs day-to-day activities of MA's as necessary to effect provider directives and orders.
26. Provides training and monitoring of skill development of MA's
27. Provides required evaluations and competency assessments of MA's in collaboration with providers.
28. As supervisor, receives and responds to incident reports, employee accidents and safety issues.

29. Schedules support staff time and PDO in coordination with clinic manager to assure adequate nursing and MA coverage.
30. Performs all other duties as assigned

Compliance

31. The position of RN/Supervisor requires compliance with Hidalgo Medical Services written standards, including its Compliance Program and Standards of Conduct and policies and procedures. Such compliance will be an element considered as part of the RN/Supervisor's regular performance evaluation.
32. Failure to comply with Hidalgo Medical Services Written Standards, which may include the failure to report any conduct or event that potentially violates legal or compliance requirements or Hidalgo Medical Services Written Standards, will be met by the enforcement of disciplinary action, up to and including possible termination of employment, in accordance with Hidalgo Medical Services Compliance Program Policy and Procedure.

Patient Centered Medical Home

Prepares for attends and participates in team meetings and huddle(s)
Collaborates in developing team priorities and patient goals and care plans
Active in patient education, goal setting, self-management teaching and coaching
Medication reconciliation and education
Chronic disease care management

MINIMUM QUALIFICATIONS

License to practice as a Registered Nurse in the State of New Mexico
BLS or equivalent certification or must obtain BLS or equivalent certification within 90 days of employment
Evidence of continuing education necessary to maintain licensure

REQUIRED SKILLS

Demonstrated computer skills
Basic laboratory equipment: One touch glucose
PFT
Pulse Oximetry
Centrifuge
EKG

TO APPLY

Completed HMS Employment Application may be emailed to jobs@hmsnm.org or
Dropped off or mailed:
1105 N. Pope Street, Building C, Silver City, NM 88061
or
530 De Moss Street, Lordsburg, NM 88045