

Position Information

Title: Perinatal Outreach Nurse

Facility: 125 - MVH

Job Code: 0619

Exempt/Non-Exempt: Exempt

Premier Health Mission, Vision, and Values

The Premier Health Mission

We will improve the health of the communities we serve with others who share our commitment to provide high-quality, cost-competitive health care services.

The Premier Health Vision

People will choose Premier Health over any health system in Southwestern Ohio. We will earn their choice, and grow our market leadership by anticipating their needs and exceeding their expectations.

- Patients and their families will choose us for our quality outcomes and compassionate care at a competitive price.
- Physicians will choose us as collaborative partners for our easy, efficient practice environment and with a shared passion for high-quality medical outcomes.
- Our employees will choose us as a great place to work, learn and build a career.

The Premier Health Values

- RESPECT each person's dignity.
- Act with INTEGRITY to do the right thing in all aspects of our responsibilities.
- Serve with COMPASSION that embraces each individual's concerns and hopes.
- Commit to EXCELLENCE as measured to the highest level of performance.

Position Summary

General Summary/Responsibilities:

The Perinatal Outreach Nurse (PON) functions in a multifaceted role that demonstrates professionalism and promotes excellence in the practice of Nursing. The PON is responsible for maintaining high standards in clinical practice/continuum of care, professional practice development, teamwork, customer relations, and research/performance improvement in delivering case management and support services for a designated caseload of clients. Home visits are made with a caseload of pregnant/parenting women and their children using the Nurse Family Partnership Model. The PON will also interact with appropriate community agencies in accordance with guidelines. The PON is accountable for compliance with the Ohio Nurse Practice Act and all applicable regulatory standards. Policies, procedures and protocols of the Human Resources Department, GDAHA, Help Me Grow, and the Nurse-Family Partnership research project are followed. The Nurse will comply with program data requirements, including data entry.

The PON reports to the Home Visit Coordinator for the Nurse Family Partnership.

Scope/Span of Control:

Supervisory Responsibilities (if applicable)

Supervises FTEs: No

Number of FTEs Supervised: NA

Exercises full management authority including performance reviews, discipline, termination and personnel hiring No

Fiscal Responsibilities (if applicable)

Annual Revenue in Dollars: NA

Annual Expense in Dollars: NA

Financial Accountability: N/A

Population Served

Age of Population Served - Choose all that apply

- Infant (birth – less than 1 year)
- Pediatric (1 – less than 9 years)
- Adolescent (9 – less than 18 years)
- Adult (18 – less than 65 years)
- Geriatric (65 years & older)
- All Age Groups (Birth & Above)
- Not Applicable

Qualifications

Education

Minimum Level of Education Required: Bachelor's degree

Additional requirements:

- **Type of degree:** Bachelor's degree
- **Area of study or major:** Nursing
- **Preferred educational qualifications:**
- **Position specific testing requirement:** Must undergo a criminal background check with the Ohio bureau of criminal identification and investigation and a background check with the Ohio central registry on child abuse and neglect.

Licensure/Certification/Registration

- Licensed Registered Nurse

Experience

Minimum Level of Experience Required: 1 - 3 years of job-related experience

Prior job title or occupational experience: Prefer experience in a variety of settings such as Home visiting, OB/Gyn, Pediatrics, Adolescents, or Mental Health.

Prior specific functional responsibilities: NA

Preferred experience: At least 1 year working with pregnant women, infants, and children.

Other experience requirements: Complete orientation per the Nurse Family Partnership and Help Me Grow guidelines.

Knowledge/Skills

- Must possess and display effective verbal, written and interpersonal communication skills.
- Organized and self-directed.
- Valid driver's license and insured safe automobile.
- Non-smoker

Physical Requirements & Working Conditions

Physical Requirements:

Pulling	Choose an item.	Standing	Choose an item.	Other sounds	Choose an item.
Twisting	3 - Frequently (41% - 75%)	Reaching	3 - Frequently (41% - 75%)	Visual Acuity Near	4 - Consistently (76% - 100%)
Walking	4 - Consistently (76% - 100%)	Manual Dexterity	4 - Consistently (76% - 100%)	Visual Acuity Far	4 - Consistently (76% - 100%)
Sitting	3 - Frequently (41% - 75%)	Use both hands	4 - Consistently (76% - 100%)	Vision Color	4 - Consistently (76% - 100%)
Pushing	2 - Occasionally (11% - 40%)	Talking	4 - Consistently (76% - 100%)	Concentrating	4 - Consistently (76% - 100%)
Climbing	3 - Frequently (41% - 75%)	Lifting <10 pounds	4 - Consistently (76% - 100%)	Interpersonal Skills	4 - Consistently (76% - 100%)
Stooping	3 - Frequently (41% - 75%)	Lifting >10 pounds	4 - Consistently (76% - 100%)	Reading	4 - Consistently (76% - 100%)
Kneeling	2 - Occasionally (11% - 40%)	Normal hearing both ears	4 - Consistently (76% - 100%)	Thinking	4 - Consistently (76% - 100%)

Working Conditions:

1. Ability to work under stressful conditions and or a heavy workload.
2. Required to work flexible hours to meet the needs of the program. Weekend and evening visits are required.
3. Driving daily from one place to another.
4. Interacting with staff, families and children.
5. Problem solving and solution focused.

Organizational Standards

- Possess skills, knowledge, and abilities to reach the mission, vision, and values of Premier Health.
- Demonstrates traits and behaviors including, but not limited to, Focusing on Patients/Customers, Walking the Talk, Being a Partner, Adding Skills/Abilities, Working Independently for all staff and Managing in a Changing Environment, Engaging the Workforce, and Managing & Improving Individual Performance for Management Staff.
- Performs in such a way to honor our values of Respect, Integrity, Compassion, and Excellence.
- Provides a positive and professional representation of the organization.
- Promotes a culture of safety for patients and employees through proper identification, reporting, documentation, and prevention.
- Maintains hospital standards for a clean and quiet patient environment to maintain a positive patient care experience.
- Maintains competency and knowledge of current standards of practice, trends, and developments in related scope of job role or practice.
- Adheres to infection prevention policies and protocols, medication administration and storage procedures, and controlled substance regulations.
- Participates in ongoing quality improvement activities.
- Maintains compliance with organization's policies, as well as established practices, protocols, and procedures of the position, department, and applicable professional standards.
- Complies with organizational and regulatory policies for handling confidential patient information.
- Demonstrates excellent customer service through his/her attitude and actions, consistent with the standards contained in the Vision, Mission, and Values of the organization.
- Adheres to professional standards, hospital policies and procedures, federal, state, and local requirements, and TJC standards and/or standards from other accrediting bodies.
- Reports to work as required.

Essential Duties & Functions

Essential Duties & Functions:

1. Collaborate with the Home Visit Coordinator to identify learning needs and formulate self -development goals/developmental plan.
2. Meet with the Nurse Home Visit Coordinator for supervision – both administrative and reflective.
3. Create a positive work environment that promotes productivity.
4. Receptive to new ideas and methods and willing to adapt to change.
5. Documents work schedule in Outlook including client visits and other related meetings.
6. Provide home visits to 25-30 pregnant and parenting mothers using the Nurse Family Partnership model at 85% productivity or better.
7. Average time to first visit is as soon as possible and within 14 days.
8. Documentation is completed within 3 working days.
9. Screenings, tools and family plans are completed on time 95% of the time.

10. Time track is timely and reflective of daily work.
11. Attend weekly staff meetings.
12. Frugal with supplies.
13. Demonstrates willingness to accept and efficiently process new families.
14. Clients are exited in a timely fashion.
15. Assist with orientation of new staff.
16. Promote a seamless continuum of care between all aspects of care and community resources.
17. Adhere to policies concerning confidentiality and consumer relations.
18. Contribute to the efficient, orderly operations of the department

Other Duties & Functions:

Other duties as may be assigned.

The above duties and responsibilities may be essential job functions subject to reasonable accommodations. All job requirements listed include the minimum knowledge, skills, and/or ability deemed necessary to perform the job proficiently. This job description is not to be constructed as an exhausted statement of duties, responsibilities, and requirements. Employees may be required to perform any other job-related instructions as requested by their supervisor, subject to reasonable accommodations.