



# JOB NOTICE

**SIGN ON BONUS \$2,000- \$2,500**

Date: April 29, 2019

Date Expires: May 13, 2019 or until filled

APPLICATION PROCEDURES: Submit letters of intent and resume via INDEED or to ACT-RN, HR/ Compass Family and Community Services, 535 Marmion Avenue, Youngstown, Ohio 44502.

**Title:** (ACT) Psychiatric Registered Nurse (RN)

**Salary \$:** Full Time with benefits. Salary range: \$23.00 - \$25.00 per hour

Primary shift days M-F; which may include occasional evenings, weekends and holidays based on client needs.

## **Adoption of the ACT Philosophy of Care:**

ACT (Assertive Community Treatment) is the leading evidenced based practice for providing services to persons with severe and persistent mental illness and/or co-occurring substance use disorders. The heart of ACT is a collaborative TEAM approach of providing care to clients where it is needed, in the community. ACT is a shift from traditional community based treatments and case management models. In ACT, the team, as a whole, is responsible for providing whatever is needed to assist clients in their recovery from mental illness. Members of the ACT team will need to adopt the ACT philosophy of care to ensure the success of the program and improved quality of life for our clients.

**INTERACTIONS:** with clients are therapeutic and advance the goals set forth in the ITP.

- a) ACT is field-based position and requires at least 80% of services to be provided to consumers in their homes, shelters, places of employment, vocational and education settings and other community settings.
- b) Education/monitoring regarding therapeutic levels of effectiveness, risks/benefits of compliance, signs/symptoms of decompensation, assessing mental status, medical issues as indicated.
- c) Spontaneous interactions and therapeutic activities in accordance with ITP.
- d) CPST services not limited to helping with applications, assistance with ADLs, accompanying to appointments and community events, collaborating with family and significant others, and other services as necessary for the welfare of the ACT client
- e) Provide 24-hour emergency and crisis intervention response on rotating, on-call basis
- f) Act as advocate and liaison for recipients in securing medical care, and other community supports that promote integrated physical and mental health wellness

**JUDGEMENTS:** made about clients or activities on clients' behalf are appropriate both to the individual's functioning and the agency's risk tolerance standards.

- a) Assistance is titrated based upon client strengths and deficits, and implemented without jeopardizing client stability or client rights.
- b) Ongoing assessment of mental status and decisions regarding implementation of various services needed to develop and/or maintain skills essential to recovery.
- c) Communicates with ACT team and psychiatric provider related to client's status and any need for further treatment regarding client's medications and/or medical needs.

**NURSING DUTIES:** Storage, handling, ordering and administration according to agency policy and generally accepted medical practice.

- a) Medication room procedures, including medication inventory and documentation of medication delivery are followed accurately and in accordance with agency/licensure policies.
- b) Timely and accurate records of long acting injections are maintained to ensure clients receive their ordered medication, at the ordered dose at the ordered frequency.
- c) Provide supervision to the LPN on medication inventory oversight and medication management procedures.
- d) Administer IM's and vaccines, administer intradermal TB tests, and performs phlebotomy as per orders.
- e) Monitor vital signs and side effects of medications and reports findings to Team.
- f) Review and audit medication management procedures and teach all ACT staff how to follow and adhere to the procedures.

**DOCUMENTATION:** is completed in a timely manner per agency policy. Documentation provides sufficient narrative regarding psychosocial and medical referral information to aid in delivery of services and to communicate the progress of the client.

- a) Assessments, progress notes/billing logs and pharmacological management plans are submitted within agency timeframes.
- b) Facilitates the acquisition of an adequate amount and quality of referral information as needed to provide services.
- c) Makes collateral contacts to gather medication information upon discharge to/from other facilities.
- d) Medication logs in client charts are current and accurate. Physician orders noted/signatures required in a timely and accurate manner.
- e) Medication administration of long acting injectable includes the date administered, the medication and dose administered, the site administered, how the patient tolerated the injection.
- f) Ensures that required elements of client charts are present, current and filed in a timely manner.

**DOCUMENTATION:** is clinically accurate and substantive. Meets agency productivity standards.

- a) Progress notes/billing logs clearly indicate medical necessity/functional impairment in accordance with Certification Standards, and, refer to ITP. Notes ITP implementation/Reviews, Risk Assessments, Transition Plans, and AIMS Tests.
- b) Productivity is achieved by submission of progress notes/billing logs. Productivity is defined as documented activity divided by hours paid. Must meet productivity expectations as one indicator of ability to adequately perform job duties.
- c) Standard Productivity/ impact ratio is 50%

**INTERACTIONS WITH ESSENTIAL OTHERS:** are constructive and serves to advance the quality of care, the mission of the agency, and the agency's standing in the community.

- a) Attendance and participation in daily ACT team meeting. Will work collaboratively with the interdisciplinary ACT team and engage with community stakeholders to provide comprehensive care and service to ACT clients.
- b) Communicates effectively with other service providers throughout the agency, client family and significant other and with concerned members of the community.

**COMMITMENT TO HIGH QUALITY CARE:**

- a) Participates actively and productively in agency meetings and case reviews.
- b) Introduces and/or implements new ideas for improving the quality of care.
- c) Attentive/responsive to feedback from clients, significant others and community providers/members.
- d) Shares skills and expertise with other agency staff, e.g. progress notes, in-services, workshops, etc. Advances own level of skill and competency through participation in continuing education opportunities.

**Qualifications:**

**Education/Experience:** Registered Nurse (RN) licensure is required. Bachelor of Science in Nursing (BSN) preferred. Minimum of two years of mental health experience is preferred.

**Miscellaneous requirements:** Criminal background check; Pre-employment drug screen; First Aid/CPR training; TB Test. Must meet COMPASS automobile liability insurance carrier guidelines, as the position is required to transport clients, as needed. Note: COMPASS clients should only be transported using a COMPASS vehicle.

**Physical Requirements:** Normal activity, potential exposure to blood borne pathogens.

**Personal:** Strong social, communication and written skills. Must have the ability to develop rapport and be perceived by clients and staff as approachable. Ability to multi-task; while maintaining accuracy and organization. Have a working knowledge of basic to intermediate electronic health records systems is preferred.

**Exempt:** Not eligible for over time.

