

## Northwest Colorado Health

### Nurse-Family Partnership (NFP) Nurse Home Visitor

#### General Statement of Duties:

The Nurse-Family Partnership (NFP) Nurse Home Visitor is responsible for providing comprehensive nursing services to women and their families eligible for the NFP Program. Nurse home visitors are responsible for maintaining the highest standards in clinical nursing practice and adherence to the NFP model, and to policies, procedures, guidelines and standards of NFP and of the lead agency.

**Supervision Received:** Nurse home visitors report to the NFP Nurse Supervisor.

**Supervision Exercised:** None.

#### Essential Functions:

- Provides home visits to women and their families eligible for the NFP Program.
- Adheres to nursing process and the NFP model of home visitation.
- Carries a case load of up to 25 clients-part time carries a load of 13. Because of the large area covered, a mileage adjustment exists for nurses to see 1—2 less clients than the expected caseload at times.

#### Administrative:

- Supports policies, procedures, guidelines and standards of NFP and the lead agency.
- As requested/required, participates in community coalition in support of NFP.
- As requested/required, promotes public awareness of NFP.
- Develops and maintains community relationships to support client referrals.

#### Clinical:

- Completes all required NFP education.
- Develops therapeutic relationships, utilize concepts of reflection and motivational interviewing with women and their families in a home visiting environment.
- Performs home visiting in accordance with the NFP Model Elements and NFP Visit-to-Visit guidelines.
- Assesses physical, emotional, social and environmental needs of women and their families as they relate to the NFP domains.
- Assists women and their families in establishing goals and outcomes.
- Provides education, support and referral resources in assisting women and their families in attaining their targeted goals.
- Consults and collaborates with other professionals involved in providing services to women and families.
- Evaluates client progress toward stated goals and NFP outcomes.
- Plans home visits in accordance with client goals and NFP outcomes.
- Actively engages in professional development to meet all NFP Nurse Home Visitor competency requirements.
- Meets with NFP Nurse Supervisor weekly for clinical supervision.
- Utilizes reflective practice in supervisory sessions.
- Schedules joint home visits with NFP Nurse Supervisor every four months.

- Attends and participate in bi-weekly team meetings.
- Provides information to support staff for timely and accurate data input to the NFP performance management system.
- Maintains confidentiality.
- Documents appropriately.
- Performs related duties as assigned or required.

**Team:**

- Understands, supports, and coaches others in the NFP vision, mission and model.
- Represents the NFP vision, mission and model in actions and verbally to both internal and external customers and colleagues.
- Assists in creating a positive work environment that promotes productivity, mentoring, teamwork and cooperation.
- Elicits and considers differing viewpoints when analyzing issues.

**Communication:**

- Maintains clear, effective, open, honest communication with both internal and external customers and colleagues.
- Creates, maintains and supports a safe environment for open discussion.
- Maintains confidentiality.
- Seeks and responds appropriately to feedback.

**Professional Development:**

- Accurately assesses own learning needs and develops strategies to meet them.
- Motivated to utilize computer for distance learning.
- Stays informed of current health care developments to provide safe, quality nurse home visiting services.
- Establishes and records progress toward annual goals.

*This description of essential functions is intended to provide only basic guidelines for meeting each responsibility. Additional responsibilities may be added, as appropriate.*

**Education:**

A Bachelor's Degree in nursing by a school accredited by the National League of Nursing is preferred, not required.

**Experience:**

One year of direct patient care experience required, three years preferred. Proven physical assessment skills required. Two years recent experience in maternal/child health, public health, home visiting or mental/behavioral nursing preferred. Home visiting experience preferred.

**Requirements:**

1. Active Colorado RN license.
2. If car is used, must provide proof of adequate insurance coverage totaling at least \$300,000 combined and valid Colorado driver's license.
3. Current CPR certification.
4. Annual TB testing and/or screening.

**Skills:**

1. Psychomotor skills, including repetitive pinching, grasping, and manipulating (i.e. filling syringes) in rapid succession.
2. Daily standing, squatting, walking, bending, and maneuvering in worksites, clinics, and homes which are not barrier free.
3. Ability to establish interpersonal relationships with women and families from diverse socioeconomic and cultural backgrounds.

**Knowledge:**

1. Extensive knowledge of public health programs, policies and procedures.
2. Knowledge of agency and community resources.
3. Knowledge of psychosocial health.

**Abilities:**

1. Heavy lifting over 50 pounds to carry supplies into clinic site and to transfer or turn pediatric and/or adult with or without assistive devices is required.

**Equipment:**

1. Equipment to be utilized may include thermometer, sphygmomanometer, syringes, and scales.
2. Office equipment includes telephone, computer, copier on daily basis.

**Working Conditions:**

1. Work environment is variable, as care is performed in clinics, public, non-medical facilities or in homes. Lighting, acoustics, air quality, temperatures, and environmental hazards are not predictable.
2. Able to travel to Denver, CO for all face-to-face education sessions.
3. This position has been classified as Patient-Facing, a position in which the incumbent could reasonably be expected to routinely interact with patients and/or patient family members. Employees in Patient-Facing positions are exposed to healthcare conditions that may require additional training, immunizations, and use of Personal Protective Equipment (PPE).

*This description is intended to describe the essential job functions and the essential requirements for the performance of this job. It is not an exhaustive list of all duties, responsibilities and requirements of a person so classified. Other functions may be assigned and management retains the right to add or change the duties at any time.*

I, \_\_\_\_\_ acknowledge that on this date,  
 (Print)

I have received the following job description for my present position.

Signature of Employee: \_\_\_\_\_

Date: \_\_\_\_\_