

Regional Public Health Nurse (RPHN)

Position Purpose:

This grant funded position is to perform skilled professional public health nursing in a regional approach for the towns of Sudbury, Wayland, Weston, Concord, Carlisle, Lincoln, and Bedford otherwise known as the Great Meadows Public Health Collaborative.

Performs administrative and technical work in providing community health care services to include health promotion, disease prevention, health maintenance, health education, emergency and pandemic preparedness and coordination; all other related work, as required. In addition to individual needs of the resident, the RPHN develops, implements, and evaluates population-based educational programs and public health messaging to effectively address health/safety and health risks.

Supervision:

Works under the general direction of the Director of Public Health, and in accordance with the established state mandates, department rules, regulations, policies and procedures; works independently to complete assigned tasks.

Performs varied and responsible functions requiring a thorough knowledge of Public Health regulations; exercises judgment and initiative; refers more difficult issues or situations to the Director of Public Health.

Job Environment:

Work is generally performed under varying office, clinic, or community conditions with normal interruptions during the workday; may be required to work outside of normal hours to accommodate Health Department and Board of Health initiatives. Employee may be occasionally exposed to blood, other body fluids and infectious diseases.

Performance of duties requires composure during emergencies and/or high incident volume periods. Pandemic responses or public health crisis may require long periods of intense working conditions and variable work schedules.

Employee is exposed to various weather conditions when traveling for the job. Utilizes and operates diagnostic testing equipment; medical equipment; computers and other office equipment as needed; operates a motor vehicle.

Makes frequent contacts with school Nurses, Senior Center Staff, Community Social Worker, local and state public health officials and department personnel; other town BOH nurses, communication is through personal discussion or written communications. Contacts require patience, tact and discretion.

Has access to confidential health information, including communicable disease information and sensitive medical information, which requires appropriate judgment, discretion and professionalism. Errors could result in injury or death, endangerment of public health and

safety, delay or loss of services, poor public relations and legal repercussion.

Essential Functions:

The essential functions or duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

Develops and implements policies and procedures for all public health areas of responsibility; coordinates the distribution of such information; ensures implementation. Works in conjunction with the Public Health Directors to develop goals, objectives, regulations, compliance and operating practices for the Community Health Nursing Program; provides feedback to the Board and the Public Health Director.

Coordinates with additional healthcare professionals who may be needed to assist in providing program services.

Follows up on communicable and reported diseases; enforces quarantine and isolation regulations; communicates with MDPH and physicians for successful disease intervention, surveillance, and prevention of outbreaks. Informs Directors of Public Health as needed.

Serves as primary investigator and assists school nurses with investigations of communicable diseases within Sudbury schools. Works closely with school nurses to minimize spread of infectious disease.

Inventories, maintains and manages dispensing of vaccines, provided by the Massachusetts Department of Public Health; maintains appropriate documentation for vaccine management; plans and coordinates regularly scheduled activities and clinics; coordinates locations for flu clinics and blood pressure clinics.

Conducts community-wide flu and other vaccine clinics for seniors and other residents who meet Department of Public Health guidelines; plans and coordinates program for Medicare and private supplemental HMO reimbursement for administration cost of State allocated vaccines; plans and conducts flu clinics for Town and School employees. Schedules and administers immunization clinics when needed.

Reviews, helps prepare and helps administer public health budget; prepares reports; makes recommendations for contracted services.

Assesses the community's Public Health nursing needs and initiates programs, interventions and solutions to meet needs.

Works cooperatively with other health care providers, professionals and community groups to assure that community health needs are identified. Makes recommendations for programs and services.

Responds to citizen inquires and concerns related to disease transmission, disease prevention

and health promotion.

Prepares reports, surveys and proposals required by the Massachusetts Department of Public Health and the Board of Health to support and maintain programs and services; maintains statistics for ongoing Board of Health reporting requirements and the annual Town report. Compiles and issues a comprehensive Status/Progress/Planning Report once per month.

Assists in the Health Department's inspection of recreational camps by auditing medical related records and procedures mandated by state regulations.

Assists Health Directors or Food Inspectors in food borne illness cases.

Performs similar or related work as required or as the situations dictate.

Recommended Minimum Qualifications:

Education:

Bachelor's Degree in Nursing from an accredited institution.

Experience:

Over four (4) years of experience in public health nursing or community health nursing experience; familiarity with emergency preparedness, and school nursing programs is highly preferred.

Substitution:

Comparable nursing experience may be substituted for the public health or community health nursing requirement.

License/Certificate:

Current Registered Professional Nurse in the Commonwealth of Massachusetts.

Currently certified or obtains certification within the probationary period in cardiopulmonary resuscitation (CPR) and first aid.

Must possess a valid driver's license.

Knowledge, Abilities and Skills:

Thorough knowledge of public health and school nursing principles, practices and procedures. General knowledge and familiarity of state and local programs and resources. Knowledge of federal, state and local laws and regulations pertaining to public health programs and reporting requirements.

Working knowledge of drug and immunization interactions and adverse side effects.

Ability to deal tactfully and communicate appropriately with town residents, town employees, other agency's personnel, the general public, and other personnel and convey medical information when necessary.

Ability to assess community health needs.

Ability to maintain detailed records.

Ability to read and interpret laws, rules and regulations pertaining to health programs.

Ability to work effectively with minimal supervision.

Ability to multi-task, organize, work independently, accomplish tasks and meet deadlines despite frequent interruptions.

User knowledge of personal computers and Windows-based software programs; skill and ability to operate a personal computer and a variety of office equipment. Good communication skills with the ability to communicate effectively both verbally and in writing at all times.

Excellent customer service skills.

Physical Requirements:

Minimal to moderate physical effort required in performing duties under typical office and community conditions. Frequently required to stand and walk over various surfaces.

Ability to utilize and operate medical and office equipment. Vision and hearing at or correctable to normal ranges. Ability to sit, stand, reach, walk and hear. May be required to carry, lift or assist in an emergency.

(This job description does not constitute an employment agreement between the employer and employee, and is subject to change by the employer, as the needs of the employer and requirements of the job change.)