



Lakeview Clinic, Ltd. Job Description

Position Title: Licensed Practical Nurse

Reports to: Nursing Manager

Job Status: Full-Time, 4 days per week

FLSA Status: Non-Exempt FTE 0.8

Location: Waconia (primary), Chaska, Norwood Young America, Watertown

Job Summary:

The Licensed Practical nurse (LPN) assists physicians and other health care providers in the delivery of care to patients of Lakeview Clinic. The LPN has direct interaction with patients and provides patient care under the direction of a physician or health care provider. Lakeview Clinic is a multi-specialty clinic and the LPN is able to perform duties within family practice, OB/GYN, pediatrics, internal medicine, podiatry, and out-patient surgery.

JOB DUTIES

Key Accountabilities

- ***Clinical Duties***
 - Interact with clinic patients during the appointment time frame. Interactions with the patient may include greeting, rooming, taking health histories, preparing the patient for exams or procedures, collecting lab specimens, administering medication as directed by the health care provider, and providing education and follow-up directions to the patient.
 - Assist health care providers in the administration of medical treatment by preparing patients for procedures and assisting in the completion of procedures.
 - Complete diagnostic tests as ordered by the health care provider.
 - Administer injections as directed by health care provider.
 - Ensure timely, accurate communication and complete documentation with patients to include verbal and written correspondence with the patient or the patient's representative.
 - Review medical records prior to patient appointments to ensure appropriate and relevant information is available to the provider.

- ***Administrative Duties***

- Record health information in the electronic health record and keep medical records up to date and accurate.
- Address patient requests via patient portal, telephone calls or direct conversation in a timely and professional manner. Patient requests may be received by portal, phone, fax, tasking, etc.
- Arranging for additional patient testing, hospital admission, laboratory services and scheduling appointments.
- Completion of assigned tasks generated by providers, nurses and CMAs.
- Manage the provider's patient schedule to ensure patient flow and work flow are maintained.
- Maintain complete, accurate and timely documentation in the EHR of care provided.
- Ensure exam rooms, stations and clinic areas are stocked with adequate supplies to promote efficient patient care.
- Attend and participate in department meetings, committees and discussions as directed.
- Complete all other tasks and duties as assigned.

PERFORMANCE STANDARDS

- Licensed Practical Nurses perform job duties under the supervision of the nursing supervisor. Day to day tasks and duties are performed under the direction of the health care provider (i.e. MD, PA, CNP)
- Must be capable of recognizing the limits of their certification and cannot perform duties for which they have not been trained.
- Places the patient experience at the forefront of all decisions and actions.
- Provides all patient care in a safe, private and comfortable manner.
- Sets priorities and can work under pressure.
- Delivers excellent patient care and customer service.
- Follows regulatory compliance related to HIPPA and other health care laws.
- Proficient in using the EHR.
- Communicates with respect and professionalism at all times.
- Able and willing to provide support to team members when requested or required.
- Self-directed in task completion.

- Able and willing to accommodate staffing schedule changes to meet the needs of the clinics.

JOB FACTORS

Minimum Education Required: Must possess a current license in practical nursing that is in good standing and in accordance with the laws in the state of Minnesota. Must be current in CPR.

Minimum Experience Level: Completion of an accredited LPN program. Previous experience in a clinical setting is preferred.

Minimum Requirements:

- Must be able to read, write, speak, and understand the English language.
- Must demonstrate the knowledge and skills necessary to provide care appropriate to needs of the patients served.
- Must be a supportive team member, contribute to and be an example of team work and team concept.
- Must possess the ability to make independent decisions when circumstances warrant such action.
- Must have patience, tact, a cheerful disposition and enthusiasm, as well as the willingness to handle difficult patients.
- Must function independently and have flexibility, personal integrity, and the ability to work effectively with clinic employees and the patient population served.

Physical Demands:

- Frequent sitting, standing, walking, reaching, bending, stooping, lifting, carrying, and speaking
- Lifting, carrying, pushing, and pulling up to 50 pounds, with assistance if needed
- Frequent use of computer, keyboard, phone, copy and scanning machines
- May be necessary to assist in the evacuation of patients during emergency situations.

Compensation and Benefits:

Wage Range: \$25.00 – \$30.00 per hour

Compensation decisions are made based off several factors including relevant work experience, education, certification, and licensure as well as internal equity. Wages are just one part of our employee compensation package. Lakeview Clinic offers benefits including

medical and dental coverage, paid time off, 401(k), holiday pay, life insurance and other voluntary supplemental insurance coverages.

Lakeview Clinic is an equal opportunity employer and does not discriminate based on race, color, creed, religion, national origin, sex, sexual orientation, gender identity or expression, pregnancy, disability, age, marital status, genetic information, veteran status, or any other characteristic protected by applicable federal, state, or local law.