



## JOB DESCRIPTION

**JOB TITLE:** LPN Supervisor I  
**PAY GRADE:** \_\_\_\_\_  
**EXEMPTION STATUS:**  Exempt  Non-Exempt  
**REVISED DATE:** November 2008

**SUMMARY:** Under supervision of the Office Manager and/or Clinic Coordinator, the LPN Supervisor I supervises, manages, and coordinates the nursing activities in accordance with established corporate policies and procedures and state and federal laws to ensure safe, efficient, and effective patient care.

**ESSENTIAL DUTIES AND RESPONSIBILITIES** include the following. Other duties may be assigned.

- Assigns duties and coordinates nursing services.
- Evaluates nursing activities to ensure patient care, staff relations, and efficiency of service.
- Observes nursing care and visits patients to ensure that nursing care is carried out as directed and treatment administered in accordance with physician's instructions.
- Directs preparation and maintenance of patients' clinical records.
- Inspects rooms for cleanliness, comfort, and necessary supplies.
- Participates in orientation and training of personnel.
- Orders or directs ordering of drugs, solutions, and equipment and maintains records of narcotics.
- Assists in the interpretation of and ensures compliance of corporate policy and state law as related to nursing services.
- Assists in evaluating and formulating the policies, procedures, decisions, and solutions related to nursing services.
- Participates in Corporate safety procedures and programs.
- Recommends the purchase of supplies and equipment required for nursing services.
- Maintains equipment and assures supplies are adequate for patient care.
- Ensures compliance program is adhered to.
- May perform routine nursing duties as needed.

**QUALIFICATION REQUIREMENTS:** To perform this job successfully, and individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**EDUCATION AND/OR EXPERIENCE:** Diploma or equivalent from a one year college or technical school with two years nursing experience and some supervisory experience. Must hold and maintain a current LPN license in the State of Tennessee.

**LANGUAGE SKILLS:** Ability to read, analyze, interpret, and comprehend instructions, (whether written or verbal), correspondence, documentation, professional journals, technical procedures, and government regulations. Ability to compose correspondence, documentation, reports, and procedures. Ability to effectively present information and respond to questions in one-on-one and small group situations, to third parties, physicians, and other employees of the organization, whether in person or on the telephone. Ability to respond to inquiries in a manner that the respondent can comprehend. Ability to respond effectively to the most sensitive inquiries, complaints, and situations.

**MATHEMATICAL SKILLS:** Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to calculate and apply concepts such as fractions, percentages, ratios, and proportions to practical situations. Ability to perform basic medication computations.

**REASONING ABILITY:** Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret and solve practical problems with an extensive variety of information that deals with several abstract and concrete variables. Ability to apply common sense, good judgment, and problem solving skills in difficult situations.

**OTHER SKILLS AND ABILITIES:** Knowledge of the information and techniques needed to diagnose and treat injuries, diseases, and deformities, including treatment alternatives, drug properties and interactions, and preventive healthcare measures. Demonstrate high level of nursing skills and leadership ability. Ability to anticipate physicians' needs for nursing assistance. Ability to establish and maintain an effective working relationship with faculty members, students, residents, staff, patients, and other third parties. Knowledge of the principles and practices of supervisory and general management abilities of nursing personnel. Knowledge of departmental functions. Ability to concentrate on the situation at hand and listen effectively. Ability to operate computer, keyboard, and printer. Ability to organize tasks; work as a team member and independently using sound nursing skills with a variety of professional disciplines. Convey a professional and positive image and attitude.

**WORK ENVIRONMENT:** The work environment characteristics are representative of those an employee encounters while performing the essential functions of this job within a medical office. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate. Exposure to communicable disease, blood, body fluids, hazardous chemicals, and sharp instruments. Exposure to injury from patients or equipment.

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by and employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit, use hands and fingers to feel objects; hear at normal ranges within the setting. The employee is occasionally required to bend, stoop, kneel, crouch, crawl, climb, and balance. The employee must occasionally lift, carry, and/or move more than 100 pounds. Specific vision abilities required by this job include depth perception, close vision, peripheral vision, and the ability to adjust focus. Rapid mobility may also be required on occasions.

Stress level may be high due to frequently dealing with numerous patients, physicians, family members, and other healthcare providers. Demands concentration and the ability to work in emotionally charged situations.

**DISCLAIMER:** The above statements and performance expectations are intended to describe the general nature and level of work by individuals assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties, skills, and abilities required by personnel so classified.

I have received information regarding ETSU Physicians & Associates Policies and Procedures and understand how to access them on-line.

I understand and agree that in the performance of my duties as an employee of ETSU Physicians & Associates, I must hold information of a confidential nature in the strictest of confidence. I must not use or disclose any Protected Health Information other than as permitted by HIPAA requirements. I understand that any violation of the HIPAA policies may result in disciplinary action, which may include termination.

Management has the right to revise this job description at any time. The job description is not a contract for employment, and either you or ETSU Physicians & Associates may terminate employment at any time, for any reason.

**By signing below, I acknowledge that I have reviewed this job description and will comply to the best of my ability.**

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Human Resources Director

\_\_\_\_\_  
Date