

Hermionne Johnson, MSN, RN

Registered Nurse with 9+ years in the healthcare industry.

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Driven and self-motivated professional Nurse searching for a leadership role in a progressive setting. Seeking a role to demonstrate my advanced motivational skills, dedication to efficiency and boosting morale of nursing staff.

Authorized to work in the US for any employer

Work Experience

Pandemic Experience

Virginia Department of Health, Tidewater Medical Reserve Corps

February 2020 to Present

COVID-19 Task Force

A collaborative, multisectoral, and transdisciplinary group—working at the local, regional and national levels—with the goal of achieving optimal health outcomes.

Maintain efficient and effective functioning of COVID-19 testing and vaccination sites.

Liaise with testing partners and testing sites.

Track testing volume and meet reporting requirements.

Perform quality assurance

Provide ongoing support to each testing partner and testing site.

Coordinate and/or deliver training for all testing site staff, including contact tracing procedures and workflows.

Identify and foster potential partnerships to enhance delivery of COVID-19 testing services.

Facilitate access to testing for at-risk populations and maintain awareness of health equity concerns.

Provide guidance on best practices and Department of Public health procedures to testing partners.

Subject matter expert; building and sustaining relationships with vendors, stakeholders and community partners.

Provide efficient contact tracing to minimize exposures.

Home Health & Hospice Registered Nurse

Bon Secours - Suffolk, VA

January 2018 to Present

- The home health registered nurse will provide person centric nursing care to acutely ill, chronically ill, terminally ill, and well patients of all ages in their residences.
- Home health nursing provides wound care in all stages of healing.
- The home health nurse will provide direct skilled patient care, observation, and educational instructions in the place of residence under the direction of the patient's certifying physician.

- Home health nursing focus is on health promotion and care of the sick while integrating environmental, psychosocial, economic, cultural, and personal health factors affecting an individual's and family's health status.
- The home health registered nurse will apply nursing practice to patients of all ages in the patient's residences, which may include private homes, assisted living, or personal care facilities.
- Home health nursing embraces primary, secondary, and tertiary prevention; assistance to family with coordination of community resources and health insurance benefits; and delivery of healthcare services in a patient's home, including non-conventional residences.
- The home health registered nurse plays a key role in the financial management of the patient's episode of care. This includes verification of patient insurance and the management of the HRRG reimbursement for traditional Medicare eligible home health customers.

RN Supervisor/Clinical Management

Relevant Work Experience

January 2016 to Present

- Participates in client engagement through care planning.
- Provides clinical oversight and case management.
- Functions as clinical account supervisor.
- Provides and ensures client care coordination and transition management activities across the continuum.
- Facilitates the orientation process, competency and skills validation process for caregivers.
- Ensures that competency and skill set of scheduled caregiver match client requirements.
- Provides supervisory oversight for clients, caregivers or field staff.
- Collaborates with the clinical team to perform documentation review.
- Provides education to team members, patients, family members of patients, caregivers, field staff, and referral sources.
- Develops caregivers and field staff through 90-day evaluations and at a minimum annual feedback sessions on performance and recommended development based on Key Performance Indicators (KPIs) and competencies.
- Manages caregivers and field staff while on assignment (clinical functions); assesses and investigates caregiver and field staff concerns and issues, and provides performance coaching, counseling and disciplinary action when appropriate.
- Participates in clinical quality initiative activities.
- Conducts clinical interviews and participates in hiring decisions.

Integrated Care Manager

Relevant Work Experience

May 2014 to Present

- Provide outreach to patients with diseases such as diabetes, hypertension, asthma, COPD, congestive heart failure.
- Provide patient education telephonically to help patient develop goals and self-management to improve health.
- Transitions of Care Management, Chronic Disease Management,
- Specific Disease Education, and other activities that serve to optimize the health of specific populations.

Case Management

Relevant Work Experience

May 2014 to Present

- Completing initial and ongoing comprehensive assessments of patients and families.
- Initiating patient plan of care and reevaluating as necessary.
- Utilizing health assessment data to determine nursing diagnosis.
- Administering medication and treatment as prescribed by the physician in the plan of care.
- Counseling the patient and family in meeting nursing and related needs.
- Completing and maintaining accurate clinical notes.
- Communicating with the physician and participating in interdisciplinary group meetings to meet the medical needs of the patient.
- Ensure compliance with all state and federal legal and regulatory requirements.
- Additional responsibilities as assigned.

Pandemic Experience

Suffolk Public Schools

March 2020 to June 2021

COVID-19 Task Force

Medical and Mental Health Advisor

A collaborative, multicultural group charged with developing a plan for Suffolk Public Schools grades K through 12 students.

Home Therapies Registered Nurse/Patient Educator

Fresenius Kidney Care - Newport News, VA

August 2015 to January 2018

- Provides safe and effective training and oversight of the delivery of home dialysis therapy to the patient in compliance with standards outlined in the FMS Home Peritoneal Dialysis Policy and Procedure Manual, or/Home Hemodialysis Policy and Procedure Manual, as well as regulations set forth by the Corporation, state and federal agencies.
- Accountable for providing outstanding quality of patient care, as defined by FMS quality goals and standards.
- Assists in the identification, evaluation and selection of Home Dialysis training candidates, and Home Partners as appropriate for the FMS Home Dialysis Program.
- Educates the patient/Home Partner and family regarding End Stage Renal Disease (ESRD) and the availability of the FMS Treatment Options Program (TOP).
- Performs assessment of the Home Dialysis training candidate's home environment for suitability in the ongoing delivery of home dialysis therapy.
- Assesses the Home Dialysis patient and Home Partner/family readiness and potential ability to perform dialysis treatments at home.
- Participates in and ensures all FMCNA policies regarding patient admission, transfer, and discharge are appropriately implemented.
- Admits all new home patients and documents the appropriate processes as required by policy and procedure.
- Provides safe and effective delivery of home dialysis training and education to patients with ESRD who have selected a home modality as a dialysis therapy.
- Performs a wide variety of patient care activities, accommodative services, and administrative functions to support the medical and clinical care of patients and families.

- Trains the home dialysis candidate/Home Partner as appropriate on the safe and effective operation and maintenance of all home dialysis equipment and treatment supplies through an organized and formalized Home Dialysis Training Program.
- Provides ongoing education to patients regarding their renal dialysis, peritoneal or vascular access and home dialysis therapy, and other related health conditions.
- Assesses and manages patients' response to home dialysis training and treatment therapy by following prescribed predetermined protocols.
- Communicates patient related issues to the physician as needed.
- Reports adverse patient events at home or in the clinic, as well as equipment and technology related problems to the Clinical Manager/Home Therapy Program Manager, and physician including the correct documentation of such events.
- Coordinates the transfer or discharge of patients to the hemodialysis or transplant clinic when needed and appropriate.
- Reviews, transcribes, and enters physician lab orders accurately into Proton, AMI or E-cube medical information systems as appropriate.
- Follows company policies and government regulations related to the collection, packaging, and delivery of lab specimens and reporting of results.
- Maintains competency with all emergency operational procedures, and initiates CPR and emergency measures in the event of a cardiac and/or respiratory arrest when the patient is in the dialysis facility.
- Administers medications as prescribed including following prescribed algorithms (as appropriate), and documents appropriate medical justification if indicated and maintains records on controlled substances as required by law.
- Documents all relevant data including physician orders, lab results, vital signs, and treatment parameters, and patient status and any treatment related data appropriately, and enters into the appropriate medical information system.
- Completes all monthly and annual reporting as required by FMS policies and government regulations.
- Submits CQI information to Clinical Manager or Program Manager for completion of HT QAI Template for inclusion in facility QAPI review process.
- Participates in all monthly QAPI meetings and all required staff meetings as scheduled.
- Rotates coverage with other licensed staff to ensure reliable and adequate coverage and participates in 24/7 on-call coverage as assigned.
- Participate in staff training and orientation of new staff as assigned.
- Maintains appropriate skill level in the operation of all home dialysis therapy-related equipment, including the ability to troubleshoot equipment problems with the patient via telephone.
- Directs patients in the appropriate routine maintenance of home dialysis equipment, including water systems procedures as appropriate, immediately reporting any water/dialysate problems to the facility Home Dialysis technical support staff.
- Coordinates with the FMCNA RTG the ordering and delivery of the patient's initial dialysis supplies; the ordering of the patient's dialysis equipment as appropriate at the initiation of the training program; and the on-going operation and preventative maintenance of all home dialysis equipment through facility Technical support staff, or through the appropriate equipment vendor as required.
- Plans, provides, and monitors individualized nursing care in response to specific patient needs within a defined scope of practice.
- Provides developmentally appropriate psychosocial and clinical care respective to the assigned patient population.

Team Leader/Charge Nurse

Fresenius Kidney Care - Chesapeake, VA

May 2014 to January 2018

- Utilizes the nursing process, leadership skills and current evidence based clinical knowledge to assess the health needs of patients, collaborate with health team members to coordinate patient care, anticipate outcomes of nursing interventions, and set criteria for the quality of patient care.
- Direct Patient Care Technician's provision of safe and effective delivery of chronic hemodialysis therapy to patients in compliance with standards outlined in the facility policy procedure manuals, as well as regulations set forth by the corporation, state, and federal agencies.
- Delegate tasks to all direct patient care staff including but not limited to LVN/LPNs, Patient Care Technicians, and Dialysis Assistants.
- Ensures adequate staffing through daily management of staff scheduling when appropriate.
- Assesses daily patient care needs and develops appropriate patient care assignments.
- Routinely monitors patient care staff for appropriate techniques and adherence to facility policy and procedures.
- Assists Clinical Manager with staff performance evaluations.
- Participates in staff training and orientation of new staff as assigned.
- Participates in all required staff meetings as scheduled.
- Ensures educational needs of patients and family are met regarding End Stage Renal Disease (ESRD). Provides ongoing education to patients regarding their renal disease, vascular access and dialysis therapy, and other related health conditions.
- Discusses with patient, and records education related to diet/fluid and medication compliance.
- Ensures transplant awareness, modality awareness, and drive catheter reduction.
- Educates patients regarding laboratory values and the relationship to adequate dialysis therapy, compliance with treatment schedule, medications, and fluid.
- Collaborate and communicate with physicians and other members of the healthcare team to interpret, adjust, and coordinate care provided to the patient.
- Ensures all relevant data including physician orders, lab results, vital signs and treatment parameters, and patient status are documented appropriately and entered into Medical Information System.
- Ensures all appropriate patient related treatment data is entered into the Medical Information System. Ensures all policies regarding patient admission, transfer, and discharge are appropriately implemented.
- Ensures and verify accuracy of Patient Care Technician documentation.

Level II Staff Nurse

Sentara Obici Hospital - Suffolk, VA

March 2012 to August 2014

- Highly skilled in assessing, planning, implementing, documenting, coordinating, and managing patient care in keeping with facility standards
- Implementation of policies and procedures.
- In-depth knowledge of communicating and collaborating with patients, family members, physicians and other health care professionals in achieving quality in patient care.
- Consistent quality nursing care with a warm and friendly attitude for patients and employees.
- Provision of care in diverse settings to individuals and patients.
- Thorough understanding of assessing patients to recognize suitable nursing interventions.
- Utilization of sound judgment when administering medical care and screening.
- Comprehensive knowledge of providing efficient patient care.
- Able to handle serious situations in an opportune and safe manner
- Proficient in assisting physicians in emergency cases.
- Experience assessing, trouble shooting and making sound recommendations in stressful situations.
- Substantial knowledge of administering medications and treatments as prescribed by a physician.

- Administration of medications with knowledge of correct dosage, actions and side effects.
- Knowledge of assisting in medical procedures.
- Hands-on experience in recognizing the existence of intellectual differences and utilizing proper resources obtainable throughout the facility.
- Able to respond to the requirements of the pediatric, adolescent, adult and elderly patient, family members and visitors.
- Excellent communication skills to listen and communicate with patients and teammates.
- Well versed in delegating appropriate assignments to LPNs and unlicensed workers.
- Able to make the most of leadership skills to efficiently direct other nursing staff.
- Technically sound in all psychomotor interventions when administering care to patients.
- Demonstrated ability to train and counsel new nurses and support staff.
- Proven leadership skills in team communications to create a consistent and productive environment.
- Working knowledge of healthcare software including Electronic Health Record (EHR).
- Extremely proficient in entering, accessing, and retrieving patient data, and creating customized reports.
- Diligent fostering of team work and maintenance of a positive and professional atmosphere.
- Medical-surgical experience.
- Multi-tasking skills, with great time management and prioritizing capabilities.

Passenger Services Supervisor

U.S. Air Force Reserves - Langley AFB, VA

June 2005 to March 2013

- Received "exemplary" and "exceeds expectations" ratings on all performance reviews.
- Cited for excellence in interpersonal communications, teamwork, customer service, flexibility and reliability.
- Demonstrated the ability to interact with customers from diverse cultures and backgrounds.
- Transformed "difficult" customers into loyal, repeat customers by leveraging strengths in premium service delivery and ability to find win-win resolutions.
- Commended for multitasking abilities; frequently assigned to the largest section of military airport terminals during peak deployment rotation.

Staff Nurse

Continuum Pediatric Nursing, Home Health - Virginia Beach, VA

January 2012 to March 2012

- Assess patients to make out suitable nursing interventions.
- Work together with members of an interdisciplinary healthiness team to plan, put into practice, organize and appraise patient care in discussion with patients and their families.
- Individualized discharge planning process on admission of patients.
- Educate and advise patients and their families on health-related subject in association with other health care providers.
- Oversee medications and treatments as approved by a physician or in keeping with established policies and protocols.
- Operate and monitor medical tools or equipment.
- Evaluate, address, document and report symptoms and changes in patients' conditions.

Training Supervisor

U.S. Navy - Norfolk, VA

March 2004 to June 2005

- Deployment Shift Supervisor.
- Created and implemented long term training plan for all divisional personnel.
- Monitored personnel progress.
- Compiled reports of all personnel achievement.

Communications Watch Officer

U.S. Navy - Mawgan

March 2001 to March 2004

- Maintained and monitored communication circuitry for worldwide operations.
- Ensured efficient use and disposal of classified materials.
- Supervised and trained all shift personnel and entire division.
- Recognized for superior performance and dedicated service commitment through three-time awards as "Junior Sailor of the Year" 2002-2003.

Information Systems Technician

U.S. Navy - Great Lakes, IL

April 2000 to March 2001

- Learned and applied knowledge of information systems.
- Maintained all aspects of personal training while exercising accountability and responsibility.

Education

Master of Science in Nursing

Hampton University - Hampton, VA

August 2016 to May 2019

Bachelor of Science in Nursing

Hampton University - Hampton, VA

August 2008 to May 2011

Bachelor of Arts in Social Sciences in Health and Human Services Concentration

Virginia Wesleyan College - Norfolk, VA

August 2005 to May 2007

Associate of Arts in Nursing Preselect in Nursing Preselect

Miami Dade College - Miami, FL

May 2005

Nursing Licenses

RN

Expires: March 2022

State: VA

Skills

- RN
- Med Surg
- Home Health
- PowerPoint
- Nurse Practitioner
- Epic
- Suturing
- BLS
- Medical Oncology
- Pediatric Home Health
- Healthcare
- Training Supervisor
- Excel
- Pediatric
- Family Nurse Practitioner
- EMR
- Supervising Experience
- Administrative Experience
- Home Care
- Nursing
- Dialysis Experience
- Primary Care Experience
- Patient Care
- Nursing
- Laboratory Experience
- Experience Administering Injections
- Dialysis Experience
- Data Collection
- Medical Terminology
- Leadership
- Project management
- Pediatrics
- Triage
- Typing
- Care plans
- Clinical research
- Mac OS
- Google Suite

- Windows
- Management
- Hospice care
- Case management
- Patient monitoring
- Medication Administration
- Nursing administration
- Vital Signs
- Hospital Experience
- Employee Orientation
- Wound Care
- Active Listening
- Critical Thinking
- Coordination
- Discharge Planning
- Judgement and Decision Making
- Social Perceptiveness
- Senior care
- Medical Records
- Data entry
- Computer literacy
- Computer networking
- Microsoft Word
- Crisis intervention
- Managed care
- Motivational interviewing
- Utilization review

Military Service

Branch: United States Air Force

Rank: E-6

Certifications and Licenses

BLS for Healthcare Providers

Drivers License

CPR Certification

Assessments

Verbal communication — Proficient

August 2021

Speaking clearly, correctly, and concisely

Full results: [Proficient](#)

Management & leadership skills: Impact & influence — Highly Proficient

May 2020

Choosing the most effective strategy to inspire and influence others to meet business objectives.

Full results: [Highly Proficient](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.