**Lactation Consultant I**
*Hourly (Non-Exempt) Rate Range 538*
*Min $18.29/hr – Max $22.33/hr*

**DEFINITION:**
Responsible for providing lactation management services to expectant and new parents.

The incumbent works collaboratively with Labor & Delivery, Newborn and Intensive Care nurseries, Pediatrics, and nursing care teams to develop feeding plans for a range of infants from the normal newborn to the complex neonate and with the interdisciplinary team. The position provides lactation support and services to breast-feeding mothers / infants by physician or nurse referral. Participates in interdisciplinary performance improvement to promote evidence based lactation services and to improve clinical outcomes. Participates in the development, implementation, and evaluation of standards of practice, guidelines, policies, procedures, and protocols within specialty of lactation and breastfeeding to meet goals and objectives of Kern Medical.

**DISTINGUISHING CHARACTERISTICS:**
The International Board Certified Lactation Consultant I (IBCLC) is an expert in the management of the breast-feeding mother-baby dyad acting as coach, consultant, teacher, and lactation expert. The classification of Lactation Consultant I differs from that of the Lactation Consultant II in that the Lactation Consultant II requires in-depth clinical knowledge, experience and CA Registered Nurse Licensing.

**ESSENTIAL FUNCTIONS:**
- Employs an interdisciplinary approach to providing comprehensive lactation support; facilitates the coordination of all necessary services for patients and families. May consult with the Provider for further data collection to determine potential needs and coordination with other Lactation Consultants;
- Within the assigned service area of operation, contacts every woman who has delivered a newborn, offers telephonic evaluation and lactation support, generates a lactation care plan, and monitors follow up;
- Assesses the needs of the mother and her newborn in the post-partum period.
- Documents identified high risk factors and problems, which may require consultation and intervention, and plans for appropriate follow up;
- Collaborates with other members of the health care team to identify parent's educational and competency gaps related to breastfeeding.
• Assesses staff knowledge and identifies competency-based educational needs as it relates to lactation and breastfeeding patients;
• Provides both formal and informal medical and nursing staff education services in a manner that is consistent, uniform, efficient and cost-effective. Evaluates the effectiveness of the education and modifies educational plans as needed;
• Maintains precise records, data, and statistics in order to ensure accurate reporting and documentation of quality assurance and improvement measures;
• May be required to attend Kern County Breastfeeding Coalition meetings;
• Assists with development and updating of lactation protocols in collaboration with the lactation team;
• Carry out other duties as assigned by the nursing supervisor after being deemed competent, which may include but are not limited to the following:
  o Assists with patient observation and care; checks and records vital signs and pain levels; collects specimens; measures and records intake and output of food and fluids; and records results;
  o Passes and observes food trays; assists or feeds patients;
  o Assists patients with personal hygiene and grooming;
  o Answers call signals; makes beds; cleans and cares for equipment;
  o Adheres to isolation precautions/practices, medical asepsis and infection control; observes oxygen precautions;
  o Transports patients as needed for admission, discharge, and procedures; transports specimens to the lab;
  o Performs general clerical duties; operates a variety of office equipment.
  o Assists with admitting, transferring and discharging patients by inputting data into the Electronic Medical Record, schedules appointments and follows up on authorizations;
  o Answers telephones and provides basic information to patients and/or other interested parties;
  o Coordinates the delivery of equipment and/or other services for patients following discharge.

Additional Duties:
• Performs other job related duties as required.

EMPLOYMENT STANDARDS:
• Possess and maintain International Board Certified Lactation Certification (IBCLC);
• Must possess and maintain a current American Heart Association Provider Basic Life Support (BLS) card;
• Must possess and maintain current NRP certification;
• Depending on assignment incumbents may be required to possess and maintain specific certificates of competency as a condition of employment.
• Other unit specific certification may be required.
• Knowledge of:
  o Care of breastfeeding dyads in the inpatient setting;
  o Development of educational plans for patients and staff; pertinent medications and lactation;
  o Management of breastfeeding problems

• Ability to:
  o Provide comprehensive lactation support; meeting the content and performance criteria specific to lactation, including the leadership/professional development, and unit operation;
  o Demonstrate standard techniques of record maintenance and report writing; using computers and related software applications;
  o Use keyboard and standard office equipment;
  o Follow oral and written instruction;
  o Communicate both orally and in writing in order to exchange or convey information and to receive work direction;
  o Prepare and maintain concise and comprehensive required records and reports;
  o Establish and maintain effective work relationships with staff, other hospital employees, patients and their families.

**Supplemental:**
Dependent upon assignment, applicants may be required to pass an extensive background investigation, and be fingerprinted. Disqualification for felony, misdemeanor, and traffic offenses will be assessed on a case-by-case basis.

All Kern Medical employees are designated “Disaster Service Workers” through state and local laws (CA Government Code Sec. 3100-3109 and Ordinance Code Title 2 - Administration, Ch. 2.66 Emergency Services.) As Disaster Service Workers, all county employees are expected to remain at work, or to report for work as soon as practicable following a significant emergency or disaster.

May 2017