

## Job Description

**Title:** Certified Nursing Assistant/Hospice Aide

**Job Summary:** Primary function is to provide personal healthcare and related services to the patient in their place of residence; to assist in providing a safe and clean environment, work cooperatively with patient and family and share observations and problems with the supervisor. Works under the direction and supervision of a registered nurse.

**Job Classification:** Clinical

**Lines of Authority:** Reports to Supervising Nurse

**Education:** High School Diploma Preferred. Has successfully completed one of the following: A) Training program/competency eval as specified in §418.76(b)(c) of the Medicare regulations; B) Competency eval program that meets §418.76(c); C) Nurse aide training/competency eval program approved by the state and listed in good standing on the state nurse aide registry; D) State Licensure program that meets requirements of §418.76(b)©.

**Licensure:** Current drivers license.

**Experience:** At least one year experience, preferred, as a Hospice Aide or Nursing Assistant in a hospital, nursing home, home health agency, hospice, or long term care facility or completion of Certified Nursing Assistant or Certified Home Health Aide Program.

**Skills:** Must be able to read, write, and verbally report clinical information to patients, representatives and caregivers, as well as to other Agency staff. Demonstrates interest in the welfare of ill and elderly. Successful completion of the Aide Competency Evaluation Skills Checklist that meets §418.76© and written Skills Test.

**Transportation:** Reliable transportation. Valid and current auto liability insurance.

### **Environmental and Working Conditions:**

Works in patient's homes in various conditions, possible exposure to blood and body fluids and infectious diseases; ability to work flexible schedule, ability to travel locally; some exposure to unpleasant weather.

### **Physical and Mental Effort:**

Prolonged standing and walking required. Ability to lift up to 50 pounds and move patients. Requires working under some stressful conditions to meet deadlines, to identify patient needs, to make quick decisions and meet patient/family needs. Requires hand-eye coordination and manual dexterity. Ability to use durable medical equipment in the home.

### **Essential Functions:**

- Provide direct patient care to patient under direction of the RN and according to the Aide Plan of Care.
- Provide necessary skills to assist the patient with safe transfers and ambulation per agency policy.
- Provide necessary skill to appropriately report changes and document pertinent information and care rendered to patient to ensure continuity of care.
- Practice accepted infection control principles.
- Provide a clean, safe and comfortable environment.
- Promote positive, supportive, respectful communication to patient/family and other employees.
- Provide an environment which promotes respect for patient, privacy and property.
- Provide skills necessary to assist the patient with proper nutrition and adequate fluid intake