

Hospice/Home Health Aide Job Description

Job Summary:

Primary function is to provide healthcare and related services to the patient in their place of residence; 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 the Director of Nursing

Job Qualifications:

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)(c).

Licensure: Must have current Driver's License

Experience: At least one year 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 and write in English and follow written and verbal instructions in English effectively. Demonstrates interest in the welfare of the ill and elderly. Must pass Aide Competency Evaluation Skills Checklist that meets §418.76(c) and written skills test.

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

Criminal History: Must agree to and pass a criminal history check.

Environmental and Working Conditions:

Works in patient's home 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. Must have Hepatitis profile.

Physical and Mental Effort:

Prolonged standing and walking required. Ability to move up to 50 lbs. and move patients. Requires working under some stressful conditions to meet deadlines, to identify patient needs, to make quick decisions and meet patient/family psychosocial needs. Requires hand-eye coordination and manual dexterity. Ability to utilize 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 skills to appropriately report changes and document pertinent information and care rendered to patient to ensure continuity of care.
Practice accepted infection control principals. 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.
Contribute to the management and efficient operation of the agency and demonstrate effective time management skills.
Provide skills necessary to perform treatments and procedures according to agency policy.
Promote the agency philosophy and administrative policies to ensure quality of care.

Statement of Understanding: I have read the above job description and essential functions. I understand and agree to carry out these responsibilities as assigned. I understand and acknowledge that nothing contained in this job description may be construed as limiting the employer's right to discipline or terminate my employment at any time for failure to perform satisfactorily.

Employee Signature: _____ **Date:** _____

Employer Signature: _____ **Date:** _____