

Job Title/Position: *Home Health Aide*

Reports To: *RN*

JOB DESCRIPTION SUMMARY

The home health aide is a paraprofessional member of the home care team who works under the supervision of a registered nurse and performs various personal care services as necessary to meet the client's needs. The home health aide is responsible for observing clients, reporting these observations and documenting observations and care performed.

The home health aide will be assigned in a manner that promotes quality, continuity and safety of a client's care.

ESSENTIAL JOB FUNCTIONS/RESPONSIBILITIES

Responsibilities of the home health aide include, but are not limited to, the following:

1. Providing personal care including:
 - A. Baths
 - B. Back rubs
 - C. Oral hygiene
 - D. Shampoos
 - E. Changing bed linen
 - F. Assisting clients with dressing and undressing
 - G. Skin care to prevent breakdown
 - H. Assisting the client with toileting activities
 - I. Keeping client's living area clean and orderly, as appropriate
2. Planning and preparing nutritious meals.
3. Assisting in feeding the client, if necessary.
4. Taking and recording oral, rectal and axillary temperatures, pulse, respiration and blood pressure when ordered (with appropriate completed/demonstrated skills competency).

5. Assisting in ambulation and exercise according to the plan of care.
6. Performing range of motion and other simple procedures as an extensional therapy service as ordered (with appropriate completed/demonstrated skills competency).
7. Assisting client in the self-administration of medication.
8. Doing client's laundry, as appropriate.
9. Meeting safety needs of clients and using equipment safely and properly (foot stools, side rails, etc.).
10. Reporting on client's condition and significant changes to the assigned nurse.
11. Adhering to the Organization's documentation and care procedures and standards of personal and professional conduct.

The above statements are only meant to be a representative summary of the major duties and responsibilities performed by incumbents of this job. The incumbents may be requested to perform job related tasks other than those stated in this description.

POSITION QUALIFICATIONS

1. Meets the training requirements in accordance with State and Federal laws.
2. At least 18 years of age.
3. Ability to read and follow written instructions and document care given.
4. Self-directing with the ability to work with little direct supervision.
5. Empathy for the needs of the ill, injured, frail and the impaired.
6. Possess and maintains current CPR certification.
7. Demonstrates tact, patience and good personal hygiene.
8. Licensed driver with automobile that is insured in accordance with Organization requirements and is in good working order.
10. Has excellent observation, verbal and written communication skills. Will be required to communicate with RN, clients and client's family members when necessary.
11. May occasionally have to lift patients/clients if necessary.

{**Note:** Effective August 14, 1990, a person who has successfully completed a state established or other training program that meets the requirements of CFR 484.36(a) and a competency evaluation program, or state licensure program that meets the requirements of CFR 484.36(b), or a competency evaluation program or state licensure program that meets the requirements of S 484.36(b).}

JOB LIMITATIONS

The home health aide will not function in any manner viewed as the practice of nursing according to the State's Nurse Practice Act. Specifically, the home health aide will not administer medications, take physician's orders or perform procedures requiring the training, knowledge and skill of a nurse, such as sterile techniques.



SIGNATURE



DATE