



JOB DESCRIPTION: *HOME HEALTH AIDE*

The Home Health Aide is an employee of [A BETTER ALTERNATIVE TO SENIOR CARE, INC.,] who provides direct personal patient care in a patient's home according to a patient's specific plan of care prepared by the RN Case Manager. The duties assigned fall within the aide's skill and competency levels to promote patient comfort and dignity.

REPORTS TO: The Director of Clinical Services or Clinical Manager

SUPERVISES: No one

QUALIFICATIONS:

- Prefer a high school diploma or General Education Degree (GED), or shall have one-year work experience in a related field

Consideration given to those applicants without diploma or GED certificate, but if employed by agency, it is preferred that arrangements be made to complete diploma or GED.

- At least 18 years of age.
- Possess proof of successful completion of a 120-hour Home Health Aide training or a competency evaluation program or state licensure program that meets the requirements of CFR 484.36 (b) or (e) and Competency Evaluation or equivalent as defined in the Medicare Conditions of Participation 42 CFR 418.76(a)(1)-418.76(c)(4); must participate in the educational programs and practice lab, as well as successfully pass the skill and communication proficiency test for Home Health Aide
- Possess and maintain a current state aide certification, as required.
- Maintain CPR certification
- Effective English communication skills to work with the patient and family, including ability to listen without imposing personal values or beliefs
- Ability to follow instructions to complete work as assigned
- Ability to maintain confidentiality about patients, personnel, and agency services
- Maintain current state driver's license and a dependable, insured automobile
- Demonstrate computer literacy, if assigned



- Provide written proof of health status and ability to lift, bend, and squat the level and amount determined by each job assigned
- Present a neat appearance and positive work attitude

RESPONSIBILITIES:

1. Demonstrates support for the agency's mission statement to promote quality, efficient, comprehensive, and effective patient service.
2. Participates in and supports the agency's Quality Assurance and Performance Improvement activities.
3. Provides aide services to agency patients as identified by the RN Case Manager in the plan of care per agency policies, procedures, and aide skill level.
4. Prepares and maintains accurate and timely patient notes, documenting interventions, patient pain score, outcomes, and patient/representative response per agency policy; participates in care coordination and supporting the implementation of the care plan within the scope of practice.
5. Provides total or assisted personal hygiene (i.e., skin, nail, mouth, hair, etc.) per plan of care and assists with activities of daily living (ADL) and instrumental activities of daily living (IADL) allowing patient independence to tolerance including:
 - a. Standard precautions
 - b. Locomotion/ambulation/fall prevention oversight
 - c. Bed mobility and positioning; range of motion exercises
 - d. Transfers
 - e. Toileting
 - f. Catheter and ostomy care
 - g. Continence care
 - h. Dressing and undressing
 - i. Personal hygiene
 - j. Bathing
 - k. Foot care (nails will be filed only, no clipping; diabetic patients will only have lotion applied and referred to their doctor for nail care)
 - l. Skin care



- m. Protective supervision
 - n. Medication reminder assistance
6. Provides assistance in ambulation, exercises, transfers, and medication compliance by patient or caregiver per therapist or RN plan of care.
7. Assists in maintaining a clean, safe patient environment (IADLs) necessary to the patient's healthcare needs, including:
 - a. Planning and preparing nutritious meals and assisting in feeding patient, as needed and documenting intake per plan of care instructions.
 - b. Light housekeeping of patient's environment, including dusting, vacuuming, and linen changing.
 - c. Laundry of patient's clothing and bedding.
8. Measures and records oral, rectal, auxiliary temperatures, pulse, respiration, and blood pressure as requested by a nurse on the aide plan of care.
9. Provides social interactions/behavior modification activities as directed by the plan of care.
10. Assists patient in personal health self-care and comfort measures.
11. Reports patient condition changes and pain score to the RN Case Manager.
12. Appropriately seeks supervisory assistance as necessary to effectively perform duties.
13. Maintains confidentiality of patient, personnel, and agency operations.
14. Meets productivity requirements established for Home Health Aide caseload.
15. Participates in in-services and training as assigned.
16. Responsible for proper use and care of equipment.
17. Practices safety and standard precautions, infection control and uses appropriate protective equipment to protect patients and self.
18. Maintains a positive attitude and neat appearance.
19. Supports the coordination of care process between disciplines.
20. Performs other duties as qualified and requested.