

NURSE AIDE I

20460
Labor

DISTINGUISHING FEATURES OF THE CLASS

The work involves responsibility for attending to daily living and personal hygiene needs of residents to enhance their comfort and for providing a clean, safe environment. The work requires the reporting of resident needs and changes to a Licensed Practical or Registered Professional Nurse. Employees in this class must successfully complete a state approved residential health care facility nurse aide training program. While the Nurse Aide I is in training, he/she shall be under the direct supervision of a nurse supervisor or a charge nurse when providing care or services to residents. Nurse Aides I are distinct from Nurse Aides II in that the former care for residents whose needs are less complicated. Supervision is not a function of this position.

The Federal Omnibus Budget Reconciliation Act of 1987 contains the Nursing Home Reform Law which mandates a training and competency evaluation of all nurse aides employed by nursing facilities. The nurse aide training program shall include classroom and clinical training which enhances both skills and knowledge and, when combined, shall be of at least 120 hours duration. Subsequent to completion of the nurse aide training program, the Nurse Aide I shall pass the state issued nurse aide clinical skills competency examination and the written/oral competency examination. Employees in this class must complete the training program within 90 days of employment and then have four (4) months from the date of completion to pass both the clinical skills and written/oral competency examinations. Does related work as required.

TYPICAL WORK ACTIVITIES

Assembles supplies and equipment for the residents who are able to carry out their own personal hygiene and treatments and assists the resident as necessary; e.g., gives and removes bedpans and urinals, assists with personal grooming such as dressing and undressing, oral hygiene and baths.

Gives direct care to residents as assigned; e.g., bed baths, grooming of nails and hair, oral hygiene, feeding residents, enemas and bladder irrigations and maintaining aseptic technique.

Assists the resident in activities of daily living; e.g., eating, bathing, walking, toilet, etc.; assists with and/or provides diversionary activities.

Assists the resident with comfort and safety measures; e.g., gives back care, prepares for sleep, lifts, turns and positions residents and applies appropriate safety devices as necessary.

Maintains continued observation of and assists residents throughout the tour of duty; e.g., answers lights, chaperones residents, transports residents and transmits residents' requests and complaints.

Makes specific observations and reports any deviation from the usual; e.g., temperature, pulse, respiration, stool, urine, sputum, intake and output, restlessness or listlessness or skin

changes.

Keeps resident's unit and service rooms clean and in order.

Documents resident care activities on appropriate records.

Cares for residents' personal belongings and related unit equipment.

May assist in colostomy care, apply simple dressings, wet to dry dressings and Aqua "K" packs.

May assist in the conduct of routine procedures which require no licensing or certification, such as acquiring and processing EKG's, preparing resident for procedures, set-up, operate and monitor equipment.

FULL PERFORMANCE KNOWLEDGES, SKILLS, ABILITIES AND PERSONAL CHARACTERISTICS

Working knowledge of the process of aging as it relates to health care.

Working knowledge of resident care techniques.

Working knowledge of residents' rights.

Working knowledge of the rules and regulations of the facility.

Working knowledge of universal precautions and the basic principles of infection control.

Working knowledge of employee safety, emergency codes and fire procedures.

Skill in the personal care of residents.

Ability to observe residents and report on responses, conditions and signs and symptoms of disability or illness.

Ability to communicate effectively with residents, families, visitors and staff.

Ability to lift, move and position residents.

Ability to relate with an understanding attitude to residents who may be despondent, apprehensive, aggressive, mentally impaired or chronically ill.

Ability to respect the resident as an individual with rights.

Ability to learn and apply the principles of resident care.

Ability to appreciate the goals of other disciplines.

Ability to follow oral and written instructions.

Ability to read and write.

Physical condition commensurate with the demands of the position.

MINIMUM QUALIFICATIONS

None.

SPECIAL NECESSARY REQUIREMENT

Per the Nursing Home Reform Law, within first year of employment, must receive a certificate for completion of the nurse aide training program and subsequent competency examinations.

7/95 Revised