

Home Health Aide

General Definition of Work

Performs human support work providing a wide array of personal cares and other supportive cares for hospice patients and their families, and related work as apparent or assigned. Work is performed under the moderate supervision of the Public Health Supervisor.

Qualification Requirements

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Essential Functions

Provides personal cares for hospice patients, such as bathing, oral hygiene, grooming, toileting, elimination, feeding and other personal cares according to patient's needs and nursing assignments within multiple living settings; provides emotional support and comfort to patients and families; participates with the Interdisciplinary Team in the development of the patient and family plan of care by reporting changes in patient's physical or mental status, observations about family function and home environment to the supervising nurse; provides support and reinforces the team's teaching of the patient's caregivers; maintains confidentiality; adheres to Safety Policies and Procedures, maintaining and promoting a safe environment for patients, families and care givers; documents patient visits and interactions in accordance with agency procedures.

Assists with nutritional needs such as feeding and assuring patients get their correct diet plans as assigned by nurse.

Assists with positioning, transfers, range of motion exercises and ambulation.

Assists with incidental household tasks such as housekeeping and laundry.

Participates in organizational capacity building and training activities to advance public health competencies.

Knowledge, Skills and Abilities

General knowledge of organization and department policies, practices and procedures; hospice and palliative care mission and principles; knowledge of the emotional and psychological impact of dealing with death and dying; basic infection control procedures and practices; general knowledge of children and family dynamics; Aide Assignment sheets, documentation reports for individual patient cares, and time and mileage reports; standard office equipment, wheelchairs, walkers, commodes, canes and other assistive devices, hospital beds and mechanical lifts. Ability to make arithmetic computations using whole numbers, fractions and decimals, compute mileage and record patient intake and output. Ability to demonstrate empathy, genuine kindness and compassion in caring for the terminally ill; ability to be flexible and responsive to adjustments in daily work schedules; ability to be non-judgmental and culturally appropriate to each person and family being served; ability to communicate effectively orally and in writing, and to follow oral and written directions; ability to establish and maintain effective working relationships with patients, families and care givers; ability to maintain and respect patient confidentiality.

Education and Experience

High school diploma or GED and minimal experience.

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Physical Requirements

This work requires the frequent exertion of up to 50 pounds of force and occasional exertion of up to 10 pounds of force; work regularly requires standing, speaking or hearing, using hands to finger, handle or feel and pushing or pulling, frequently requires walking, reaching with hands and arms and lifting and occasionally requires sitting, climbing or balancing, stooping, kneeling, crouching or crawling, tasting or smelling and repetitive motions; work has standard vision requirements; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires operating machines, operating motor vehicles or equipment and observing general surroundings and activities; work regularly requires exposure to bloodborne pathogens and may be required to wear specialized personal protective equipment, frequently requires exposure to outdoor weather conditions and occasionally requires exposure to fumes or airborne particles and exposure to extreme heat (non-weather); work is generally in a moderately noisy location (e.g. business office, light traffic).

Special Requirements

Certified Nursing Assistant (CNA) Home Health Aide.

Upon employment or within six months of hire training in AWAIR, CPR, Employee Right to Know, NIMS, bloodborne pathogens, TB/respiratory protection, Emergency Action Plan, HIPAA, Data Practices and Fire Training.

Valid driver's license in the State of Minnesota.