Talbot Hospice

Bring your heart to work!

04/30/2021

CNA Hospice Home Care Aide

Part-Time 24 Hours per week

JOB DESCRIPTION SUMMARY:

The Hospice aide is a paraprofessional member of the IDT group who works under the supervision of a registered nurse and performs various services for a patient to meet the patient's personal needs and to promote comfort. The hospice aide is responsible for observing the patient, reporting these observations and documenting observations and care performed.

ESSENTIAL JOB FUNCTIONS/RESPONSIBILITIES:

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

1. Performs personal care needs after given a patient's assignment and attending to his/her requests promptly. Assists patients with Activities of Daily Living (dressing/undressing, bathing, back rubs, feeding, ambulation, etc.) patients as assigned. Performs all tasks necessary to maintain a high standard of personal hygiene for each Patient. Assists Patients with eating and provides fresh liquids and nourishment as identified and applicable at visits.

2. Demonstrates safe transfer techniques, assists patients/families with transfers, use of DME equipment. Uses proper body mechanics during care and transfer of patients.

3. Meets and maintains safety needs of patient and uses equipment safely and properly (DME equipment, O2, etc.) and is knowledgeable of use of DME equipment.

4. Provides proper care and observation of patient's skin to prevent breakdown. Follows physician orders and HHA Plan of Care and reports any changes.

5. Attends IDT and actively participates in discussions of patient/family needs. Observes and promptly reports significant changes to a Patient's primary nurse.

6. Understands and follows procedures for documenting Patients' care in patient records. Demonstrates and follows procedures for documenting Patients' care in patient EMR within established time parameters and follow the HHA Plan of Care. Notifies RN if unable to complete care based on HHA Plan of Care and documents.

7. Communicates in a professional manner and demonstrates respect for Patients, their families and for co-workers. Sensitive at all times to the needs of the Patients and their families with regards to values, preferences, traditions. Behaves in a manner that consistently conveys commitment to the job of providing around-the-clock compassionate

Talbot Hospice

Bring your heart to work!

and excellent care. Responds to oral and/or written requests for job performance improvement in a manner that conveys a desire to improve performance.

8. Provides patients and family with positive communication techniques, within realm of ethical and respectful care, maintains confidentiality/HIPAA. Maintains the privacy and security of all confidential and protected health information. Uses and discloses only that information which is necessary to perform the function of the job.

9. Completes light housekeeping as assigned.

10. Performs any other duties that are assigned. Works assigned shifts/ weekends as required. Meets productivity and caseloads.

REQUIREMENTS:

1. CNA licensure and meets the training requirements of the State.
2. At least 18 years of age with patient care experience.
3. Demonstrated knowledge and skills necessary to provide patient care
4. Must understand job assignments and be able to complete them with confidence maintaining the highest standards of care.
5. **Must be a licensed driver with an automobile that is insured in accordance with state or organization policy requirements and is in good working order.**
6. Must follow instructions and meet changing conditions in a professional manner.
7. Must attend in-service training programs as scheduled

Job Limitations:
The hospice aide will not function in any manner viewed as the practice of nursing according to the Nurse Practice Act. Specifically, the hospice aide will not administer medications, take physician orders or perform procedures outside their own scope of practice or requiring the training, knowledge and skill of a licensed nurse, such as sterile technique.

PHYSICAL DEMANDS

	NEVER	OCCASIONALLY	FREQUENTLY	CONTINUOUSLY
A.Up to 10 lbs.			X	
B. 11-24 lbs.			X	
C. 25-34lbs.			X	
D. 35-50 lbs.			X	
E. 51-74 lbs.		x		

Talbot Hospice is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

Talbot Hospice

Bring your heart to work!

F. 75-100 lbs.	x			
G. Above 100 lbs. STATE WEIGHT	X without assistance			
H. STANDING			X	
I.WALKING			X	
J. SITTING			X	

Interested Applicants should complete an application and submit along with cover letter and resume to: tcorbin@talbothospice.org or mail to Talbot Hospice Foundation, Attn: Traci Corbin, 586 Cynwood Drive, Easton, MD 21601

ABOUT TALBOT HOSPICE

Founded in 1981, Talbot Hospice provides compassionate care, comfort and support for patients and their families and caregivers wherever they call home. Talbot Hospice serves patients facing life-limiting illnesses and their loved ones through hospice and palliative care as well as its Pathways and Bereavement Programs. Services are available to patients and caregivers regardless of ability to pay. Learn more at www.talbothospice.org.

Talbot Hospice is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.