

HOME HOSPICE

Hospice Aide

12/2015

Reports to: Patient Care Manager, Director of Clinical Operations, Registered Nurse Case Manager

Principal requirements

1. High school diploma or equivalent
2. Current certification as nursing assistant by the Texas Nurse Aide Registry or at least five years of uninterrupted employment as home nurse aide at Home Hospice
3. Physically able to perform duties
4. Current driver's license, reliable transportation and current/valid automobile liability insurance
5. Current PPD or chest x-ray negative for tuberculosis or proof of tuberculosis treatment with documentation of current noninfectious status
6. Willingness to undergo and ability to pass drug screen by urine or blood sample per agency policy
7. Ability to adhere to all applicable Home Hospice policies and regulatory requirements
8. Ability to adhere to the Mission and Vision Statement of Home Hospice of Grayson County

Competency requirements

1. Ability to perform all patient care tasks as required for certification as Texas certified nursing assistant
2. Basic knowledge of hospice philosophy and the dying process
3. Ability to manage time to include patient care, staff meetings, continuing education requirements, and documentation of care delivered.
4. Ability to follow assignments and deliver care as assigned by a registered nurse
5. Ability to identify significant changes in patient condition and report to registered nurse
6. Ability to safely deliver care in accordance with Home Hospice policies and regulatory requirements
7. Ability to communicate effectively to provide companionship and emotional support to patients and caregivers
8. Ability to establish therapeutic relationships with patients and caregivers from a variety of cultural, ethnic and socioeconomic backgrounds

Physical requirements

1. Ability to walk, climb stairways of varying degrees, bend, reach, kneel and twist
2. Ability to lift, carry, push and pull greater than 50 pounds, repeatedly
3. Visual acuity sufficient to note changes in patient condition and read medical instruments
4. Hearing acuity or ability to use devices for sufficient communication with patients and caregivers
5. Ability to function in a normal office environment
6. Ability to drive within a 60-mile radius of the Home Hospice office in daylight, dusk and nightlight

Duties and Responsibilities

1. Performs patient care tasks or assists patients with personal care as assigned by registered nurse
2. Incorporates universal precautions, principles of ergonomics and safety guidelines in delivery of patient care
3. Reports significant changes in patient condition to registered nurse
4. Provides emotional support to patients and caregivers in a manner that supports the existing family dynamic and encourages patient/caregiver independence

5. Accurately and completely documents all care provided in accordance with agency policy and guidelines
6. Respects the autonomy and right to confidentiality of all patients and caregivers
7. Respects the confidentiality of Home Hospice staff members, operations, and self by maintaining personal and professional boundaries and by applying the utmost discretion in all patient interactions
8. Annually attends a minimum of twelve hours of educational programs developed to improve skills and ability to deliver optimum care
9. Participates in the orientation of new staff members
10. Participates in agency quality improvement activities
11. Other duties as assigned

I have read and understand the above job description and fully understand the requirements set forth therein, agree to abide by the requirements set forth, and will perform all duties and responsibilities to the best of my ability.

Employee

Date