

# LC WORK SCHOLARS POSITION DESCRIPTION

Work Scholar Job Title: Certified Nursing Assistant (CAN)

Worksite Name: St. Joseph Regional Medical Center

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## ***Employment Levels***

<b><i>Entry Level</i></b>	<b><i>Intermediate Level</i></b>	<b><i>Skilled Level</i></b>
Characterized by highly structured tasks or outcomes, relatively low level or number of skills required, typically repetitive or routine tasks and requiring direct supervision of worker results	Involves less direct supervision than entry level, more work variety, and requires some independent exercise of judgment along with an increasing knowledge of the job.	Work is typically skilled, requires little direct supervision, requires independent judgment on procedures, has variety, includes training others, and the expectation of contributions toward improvement of the way work is carried out.

In what employment level does this position fall (underline one)?

Entry Level       Intermediate Level       Skilled Level

Describe the duties of this position.

The Certified Nursing Assistant (CAN) is classified as an auxiliary non-licensed worker, who in accordance with the Idaho nursing Practice Act, & Standard Rules and Regulations for the Practice of Nursing, performs basic nursing services as delegated and supervised by a professional nurse. Activities contributing to the delivery of nursing care are limited to providing personal hygiene, comfort, safety and protection. Non-nursing support functions are also included in the role expectations.

The CAN must demonstrate knowledge and skills necessary to provide care appropriate to the age of patients served in his/her department. The individual must acquire and/or demonstrate knowledge of the principles of growth and development over the life span. He/she must be able to provide care with consideration of developmental status.

Primary Duties:

### 1. Role Function

- a. Provides physical and emotional comfort and safety for patient
- b. Assist with delivery/retrieval of trays; prepares patients for meals
- c. Assist with feeding and providing fluids to patients
- d. Assist with patient ambulation, transporting, or transferring patient using wheelchair or wheeled stretchers, and with moving and positioning patients.
- e. Accurately collect and record patient's temperature, blood pressure, pulse, respiratory rate, height, and weight.
- f. Adheres to principles of aseptic technique, isolation guidelines and universal precautions.
- g. Keep patient's rooms aesthetically pleasing and comfortable.
- h. Escort patients who are ready for discharge to Business Office and/or vehicle.

- i. CNA document all patient care provided.
  - j. Contributes to overall efficiency of department by assisting in stocking shelves, supply cupboards, organizing charts, answering phones.
2. Self-Concept
    - a. Adheres to general code of conduct as published in the employee handbook; and demonstrates a commitment to the key values of Service to the Poor, Reverence, Integrity, Wisdom, Creativity and Dedication.
    - b. Demonstrates a commitment to quality patient care by participating in ongoing education relevant to CNA role; participates in required educational sessions and department activities
  3. Interdependence
    - a. Understands and contributes to the interdependent nature of patient care delivery and communicates concerns to the supervising registered nurse.
    - b. Maintains professional demeanor and respects confidentiality of information related to allied health care workers.
  4. Working Conditions/Physiologic Mode
    - a. Must possess the appropriate knowledge and skill to work in an environment where there is a potential of contact with communicable diseases, odors, fumes, and other biohazards.
    - b. Understands the majority of departments utilize rotating shifts. All CNAs can be expected to work during hours other than day shift to meet patient care needs. Shifts include weekends and holidays.
    - c. Possesses the ability to communicate orally and in written form; must be willing/able to adapt method to effectively communicate with patients, family, and other members of the health care team.
    - d. 4. Never abuses or takes advantage of sick time or personal days

List the learning opportunities for this position.

- Educational offerings
- Continued education through Healthstream
- Real time education with nurses and physicians
- Safety and emergency procedure drills

What qualifications and skills are needed for this position?

Qualifications:

- CNA must have completed a Board approved training program based on standard approved curriculum.
- Certification of completion required prior to employment.
- Must maintain current Idaho Board of Nursing certification at all times during employment.
- BLS healthcare provider required.
- Has knowledge and understands scope and limits of activities allowed by the Idaho Board of Nursing.

Required Skills:

- Vital signs
- Time management
- Communication
- Multitasking
- Transferring patients
- Range of motion exercises
- Hygiene and bathing

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