



Job Title	Certified Nursing Assistant (CNA)		
Reports to	CNA Supervisor		
Hours:	Hours will vary depending on patient census. This position may work from 0 to 40 hours per week depending on the employees' FTE status.	Type of position:	<input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt
		<input type="checkbox"/> Full-time <input type="checkbox"/> Part-time	

GENERAL DESCRIPTION

Summary A Certified Nursing assistant performs nursing procedures and patient care tasks as outlined by a patient's plan of care.

Physical Demands This job requires an employee to stand, talk and hear. There is frequent standing and walking, and occasionally a CNA is required to sit, bend, kneel, stoop or crouch. This position requires frequent use of hands and fingers and may require reaching in front or above shoulders, feeling or grasping. The employee will frequently lift up to 35 pounds, and occasionally move 100 pounds.

Work Environment Work is performed in the Hospice Alliance residential facility, patient homes, skilled nursing facilities or any other place that a patient calls home. There is a potential for exposure to animals, smoke, unpleasant odors and a vulnerability to contagious diseases or infections. If the CNA is hired to work in the field, this position requires frequent driving which may present danger in inclement weather.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Administers patient care under the direction of the RN and as instructed by the CNA care plan
- Reports changes in the client's condition and/or needs to the RN Case Manager
- Provides personal cares, including but not limited to bathing, shampooing, skin and nail care, oral hygiene, shaving, dressing.
- Performs household tasks essential to health care, including but not limited to meal preparation and feeding, laundry, light housekeeping.
- Accurately documents provided cares and submits the documents and pertinent observations following Hospice Alliance policy and procedure.
- Attends CNA in-services to ensure compliance with the state requirement of 12 continuous education hours per year.
- Communicates effectively with all members of the interdisciplinary team
- Other duties as assigned

EDUCATION AND/OR EXPERIENCE

- High School Graduate preferred
- Must have current, valid Wisconsin Nursing Aid certification
- Previous Hospice/Palliative experience preferred