



# HOME HEALTH AIDE (HHA)

## CERTIFIED NURSING ASSISTANT (CNA)

### JOB DESCRIPTION

#### SUMMARY

A Home Health Aide (HHA) is a licensed CNA and is a member of the home care team trained to provide ADL assistance, homemaking and home management services in the home setting.

#### Essential Duties & Responsibilities

HHA's provide service to individuals in their own homes who need assistance. HHA's assists the client with ADL assistance; such as bathing, grooming, feeding, ambulation, exercise oral hygiene & skin care. They also perform homemaker services which include, but are not limited to routine housekeeping activities such as vacuuming, dusting, mopping floors, kitchen cleanup, bathroom cleanup, laundry, making beds, changing linens and home organization. This may also include meal preparation, shopping, errands, transportation and companionship.

- Ensuring that service is delivered in a caring and respectful manner in accordance with Agency policies and industry standards.
- Assist in basic client transfers providing the client has been assessed as being capable of ambulating without assistance; and/or, providing another trained caregiver (including family) is involved in the transfer.
- Provide companionship and emotional support. This includes talking, listening, sharing experiences, playing games/cards, reading, organize and read mail and appropriate recreational activities and hobbies for social and sensory stimulation.
- Accompany clients to recreational and/or social events, accompany client on walks, community trips, doctor's visits or appointments, bank, etc.
- Provide transportation to appointments, grocery store and errands. This may include handling the client's money which will be done in accordance with Agency policies.
- Carry out duties as assigned by the Agency. Communicates with Agency staff. Completes and maintain records of tasks, observations, and hours of service. Develop and maintain constructive and cooperative working relationships with others. Make decisions and solves problems. Uses equipment and supplies safely and properly. Attend orientation and training sessions. Maintains a safe and healthy home environment for the client.
- Reports concerns, conflicts or problems to the Agency per agency policies.
- This job description is not all-inclusive. The employee will be expected to perform other reasonable related duties as assigned by the Agency.

#### Job Limitations

The HHA will not function in any manner viewed as the practice of nursing according to the State's Nurse Practice Act. Specifically, the HHA will not administer medications, take physicians' orders or perform procedures requiring the training, knowledge, and skills of a nurse.

## Education and Experience

A graduate of an approved certified nurse's aide (CNA) program, who is currently licensed to practice as a CNA by the Wyoming Board of Nursing.

Certified Nursing Assistant will obtain their Home Health Aide (HHA) certification.

Agency training includes task specific training, video training as and training in the topics related to human development and interpersonal relationships.

## Language and Reasoning Skills

- Communicate effectively with the client, family members and agency staff. This includes the ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals as well as the ability to write reports and complete Agency documentation.
- Apply common sense and understanding in carrying out instructions
- Solve simple problems in the home setting by identify problems and determine effective solutions.
- Be aware of other people's reactions. Establish and maintain relationships, listen and understand the spoken word, work independently and in cooperation with others, determine or recognize when something is likely to go wrong.

## Other Skills and Abilities

- Trustworthiness. Honesty. Integrity. Reliability. Flexibility. Hardworking. Caring.
- Good Personal Hygiene.
- Organization and Cleaning Skills. Ability to Manage Time and Multi-task.
- Attention to Detail. Innovative.
- Must have a current driver's license, reliable transportation, maintain automobile insurance coverage and be willing to transport clients.
- Must have a cell phone.

## Physical Demands of the Work Environment

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Good physical and mental health with mental fortitude and stability to handle stress is essential. The work requires light physical exertion on a regular and recurring basis. While performing the duties of this job, the employee is regularly required to stand, walk and use hands and fingers to handle or feel, and reach. Required to stoop, kneel, crouch, or crawl; talk or hear, and taste or smell and to see. The employee is occasionally required to sit. Lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, color vision, peripheral vision, depth perception, and ability to adjust focus. Must have the capability to drive a vehicle.

The work environment described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employment is contingent on meeting agency standards for all background and screening requirements. This includes but is not limited to:

- Background Checks: Meet Agency standards on past criminal charges with no current or pending legal charges. The Agency must be notified of any legal charges or proceeding that you are involved during the onboarding process and during the course of employment.
- Drug screenings.
- Favorable employment reference checks.
- Complete Agency orientation and training.

**APPROVAL AND AUTHORITY TO PROCEED**

Signing this document acknowledges that the job description and responsibilities have been reviewed with me. I acknowledge my skills and abilities meet the requirement of this job.

<b>Employee Name</b>

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date