



MISSION

Christian Care Communities enhances the journey of life for Older Adults.

VISION

Christian Care Communities’ vision is a society that values and serves people of all ages.

PART I: POSITION IDENTIFICATION

Certified Nurse Aide

Job Code:	10110
Program:	Older Adult Services
Facility:	Christian Health Center
Location:	Non-specified
Department:	722-Skilled Nursing Facility
Direct Supervisor:	LPN/RN Supervisor
Effective Date:	January 2007
Revision Date:	April 2021

PART II: POSITION SUMMARY

The Certified Nurse Aide (CNA) is primarily responsible for providing direct resident care including activities of daily living and personal care as needed such as feeding, bathing, dressing, grooming, and other personal hygiene related services; participates in unit activities, promotes independence, encourages socialization, and advocates for the quality of life of our residents while maintaining compliance with all applicable laws, regulatory and organizational standards.

PART III: POSITION REQUIREMENTS

Required Education:	High school diploma or general education diploma (GED)
Preferred Experience:	1 or more years’ experience in a long-term health care setting
Required License and/or Certification:	Certified as Nursing Assistant, Commonwealth of Kentucky

Skills, Abilities and Knowledge

Excellent communication skills to include:

1. Ability to speak and read English
2. Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals
3. Ability to write routine reports and correspondence
4. Ability to speak effectively before groups of employees, organizations and others
5. Ability to communicate effectively with all levels of staff

PART IV: ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

The incumbent performs job responsibilities without posing a significant risk of substantial harm to the health or safety of him/her or others while maintaining compliance with all policies and procedures of Christian Care Communities and within the parameters of the Organization's mission, vision, and values.

1. Gives prompt and efficient assistance to residents and nursing staff in duties such as:
 - a. making beds
 - b. obtaining and accurately recording vital signs, height / weight, oxygen saturation
 - c. activities of daily living
 - d. cleaning of facility equipment
2. Follows resident care plans, walking/transfer instructions and restorative program as indicated.
3. Provides care to the resident to maintain activity of daily living skills; mobility, prevent contractures, maintain bowel/bladder continence, personal hygiene, adequate nutrition, positioning, skin care and social skills.
4. Follows infection control policies and procedures with emphasis on frequent hand-washing practices
5. Promptly responds to call lights and resident alarms and is vigilant in monitoring of wandering residents.
6. Reports pertinent information to the nurse in a timely manner.
7. Immediately reports suspect abuse injuries (i.e., bruises/skin tears) of unknown origin
8. Completes all assigned duties according to agreed upon timetable and works scheduled shifts as assigned by Staff Coordinator.
9. Attends to report at beginning of each shift, completes report to oncoming shift and informs supervisor by end of each shift any duties which could not be completed.
10. Documents care given to the resident legibly and accurately per standards of practice.
11. Maintains safe environment by recognizing, eliminating, and/or reporting hazards to ensure the safety of residents, visitors and employees. Uses safe practices utilizing gait belts as deemed appropriate.
12. Participates in performance improvement measures, nursing committees, and data collection. Accepts personal responsibility for continuing education to maintain status on Kentucky Nurse Aide Registry.
13. Personifies outstanding customer service to co-workers, clients and vendors by acting as a subject matter resource in a timely, considerate and friendly manner, always maintaining the "Golden Rule" approach; practices patience and kindness.

PART V: PHYSICAL DEMANDS AND WORK ENVIRONMENT

Physical Demands

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the physical demands.

1. While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; and talk or hear.
2. The employee frequently is required to stand, walk, and sit. The employee must occasionally lift and/or move up to 50 pounds.
3. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.
4. Specific communication abilities required by this job include the ability to talk and hear in order to converse with others, discern, convey, express oneself, and exchange information.

Work Environment

The work environment characteristics described here are representative of those an employee may encounter while performing the essential functions of this job.

1. The noise level in the work environment is usually moderate; lighting is in the standard range.
2. The employee is subject to falls, burns from equipment, odors, and exposure to the infectious waste, diseases and conditions, including the AIDS and Hepatitis B and C viruses.

PART VI: “W.E. C.A.R.E.” VALUES

Christian Care Communities is a values’ driven organization with six (6) core values. All staff members are expected to successfully meet the following non-negotiable Core Values Standards of Performance which will be used to measure overall work performance:

1. **Work with compassion for Older Adults and their families:**
 - a. Listen carefully
 - b. Professional and pleasant interaction
 - c. Practice patience and gentleness
2. **Embrace aging as a valued part of life:**
 - a. Encourage and respect individuality
 - b. Be humble and accepting
 - c. Compassionately engaged
3. **Care for the physical, mental, emotional and spiritual well-being of those we serve and those who serve with us:**
 - a. Provide exceptional care with kindness and humility
 - b. Know your residents and colleagues – their important occasions and crises
 - c. Care about wellness and healthy lifestyles, and both set an example personally, as well as encourage others in their efforts to improve
4. **Always seek ways to improve and grow:**
 - a. Share knowledge
 - b. Challenge people to reach their highest potential
 - c. Stay abreast of industry trends and the latest technologies
5. **Respect the dignity of each person:**
 - a. Invite participation and ideas from everyone

- b. Treat everyone with honesty and fairness
- c. Thank and recognize people for what they do
- d. Acknowledge and speak daily

6. Exemplify integrity, excellence, and accountability:

- a. Model what you expect
- b. Do your best and strive to do better
- c. Accept your role at Christian Care
- d. Be reliable, enthusiastic, and proud friends of Christian Care

PART VII: JOB DESCRIPTION ACKNOWLEDGEMENT

I have received a copy of my job description and state that I have read or have been provided accommodations to comprehend and fully understand the requirements of this description and agree to abide by its requirements and will perform all duties and responsibilities to the best of my ability.

I understand this description is intended to be a general statement concerning *this position and is not to be considered a detailed assignment*. Other duties may be assigned, and it may be modified by my employer as need arises.

I certify that at this time I know of no limitations which would prevent me from performing these functions with or without accommodation. I further understand that it is my responsibility to inform my supervisor at any time that I am unable to perform these activities.

I further certify that this job description was orally reviewed with me and I have been given the opportunity to ask questions of my employer concerning these matters and that this *job description will be a basis for evaluating my performance*.

I accept the position of: Certified Nurse Aide

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

RETAIN ENTIRE JOB DESCRIPTION IN PERSONNEL FILE

-----**FOR HR USE ONLY**-----

Employee Initials: _____

CNA

Workers' Compensation Code: 8824
FLSA Status: Non-Exempt
EEO Code: 9
EEO Title: Service Workers

This position is subject to the following background screens as indicated below:

- Social Security Number Trace
- County Criminal
- State Criminal
- Kentucky Nurse Aide Abuse Registry
- Prior Employer Verification
- Reference Check and Verification
- Professional License/Certification Verification