

**COLUMBINE HEALTH SYSTEMS
CERTIFIED NURSING ASSISTANT (CNA)**

JOB SUMMARY: Provide direct resident care supervised by the Staff Development Coordinator and other nursing personnel. Assist in maintaining a positive physical, social, and psychosocial environment for the residents.

FUNCTIONS:

- Knowledge of State laws, regulations, and guidelines that pertain to Long Term Care
- Abide by all HIPAA regulations
- Able to relate information concerning a resident's condition
- Effective verbal communication both in person and on the phone
- Maintain a liaison with all department supervisors to adequately plan for residents activities
- Work competently and comfortably with individuals and small or large groups
- Follow general directions
- Effective writing skills for documentation and communication with residents and personnel
- Able to work and communicate well with residents, staff, government personnel, and the public
- Understand and use Center for Disease Control and Prevention (CDC) Standard Precautions and OSHA's Occupational Exposure to Bloodborne Pathogens
- Follow established infection control procedures
- Promptly report all violations of safety and sanitation rules to supervisor

RESPONSIBILITIES:

- Must competently demonstrate all skills listed on the Nursing Assistants' Skills Checklist for Columbine Health Systems
- Respond promptly and appropriately to all resident call signals
- Participate in family and team conferences as requested
- Attend at least 75% of department staff meetings
- Participate in Quality Improvement/Assurance activities or committee work as requested
- Follow and participate in the care plan designed to meet the physical, emotional, and psychological needs of the individual resident
- Maintain job competencies through education as requested by the RN, LPN, or SDC
- Escort/transport resident(s) to/from activities with assistance if necessary
- Participate in the orientation of new employees and provide peer evaluations as instructed

PHYSICAL FUNCTIONS:

- Lift/carry up to 40 lbs
- Push up to 50 lbs
- Pull up to 90 lbs
- Grip up to 50 lbs
- Must have good hearing and vision or possess necessary corrective devices to function adequately to assure that the requirements of the position can be fully met
- Able to distinguish smells, tastes, and temperatures
- Possess a high degree of manual dexterity
- Able to walk/stand during most work hours
- Able to squat, sit, and bend using good body mechanics

WORKING CONDITIONS:

- Subject to falls, burns from equipment, odors, etc. throughout the day
- Exposure to infectious waste, diseases, and conditions including but not limited to HIV, AIDS, and Hepatitis Viruses
- Subject to frequent interruptions
- Subject to hostile and emotional residents, family members, and visitors
- Subject to end-of-life situations

QUALIFICATIONS:

- Must be a licenced Certified Nursing Assistant in accordance with the laws of the Colorado State Board of Nursing, or within four months of employment be able to:
 - Receive 16 hours of pre-orientation
 - Receive at least two shifts of on-the-job training
 - Receive a CNA course consisting of 40 hours of clinical training and 40 hours of classroom training
 - Pass the certification exam for CNA's
- Minimum of 18 years of age
- High school graduate or GED
- Read, write, comprehend and speak the English language
- Knowledge of the aging process, dementia, and disabilities

I acknowledge that I have read the job description and I understand the requirements. I can perform the essential job requirements with or without reasonable accommodation.

Signature of Applicant

Date