

CERTIFIED NURSING ASSISTANT-6703

Summary

The Certified Nursing Assistant (CNA), under the direction and supervision of a Registered Nurse, provides delegated age appropriate care in a culturally and ethnically sensitive manner. The CNA assists patients with the tasks outlined in their clinical competency assessment related to basic nursing skills, personal care skills and basic restorative services. The CNA practices and performs what was taught during their CNA training and certification or learned during basic nursing courses at an accredited school for professional nurses. The CNA may be asked to provide continuous safety observation. This job reports to the Nurse Manager/Assistant Nurse Manager of the assigned unit and the RNs on duty on each assigned shift. Other duties as assigned.

Responsibilities

Job Standard 2: Basic Nursing Skills: Provide basic nursing skills as delegated by the RN. The CNA will perform bed making, taking of vital signs, measuring of height and weight, caring for the patient's environment, measuring fluid and nutrient intake and output, and walking or transferring a patient using appropriate equipment. Refer to Clinical Competency Assessment Tool for a detailed list of skills. Job Standard 3: Personal Care Skills: Provide personal care skills as delegated by the RN. The CNA will perform bathing, skin care, mouth care, grooming, dressing, toileting, and assisting with eating and hydration. Refer to Clinical Competency Assessment Tool for a detailed list of skills. Job Standard 4: Basic Restorative Services: Restore, promote and maintain the patient's fullest possible level of functioning. The CNA will apply assistive devices for ambulating, eating and dressing. The CNA will properly care for and use prosthetic devices such as hearing aids, visual aids and artificial limbs. The CNA will maintain range of motion through appropriate exercises. The CNA will demonstrate proper turning, positioning, and transferring both to and from bed and chair. Refer to Clinical Competency Assessment Tool for a detailed list of skills. Job Standard 5: Communication: Communicate and interact on a one to one basis with a patient, demonstrate sensitivity to a patient's emotional, social and psychological needs through direct interactions, enable expressions of age-appropriate behavior by allowing patients to make personal choices and reinforce

Other Information

EXPERIENCE DESCRIPTION: EXPERIENCE PREFERRED:
EDUCATION DESCRIPTION: High School diploma or equivalent is required. Incumbents in the position prior to October 1, 2007 may substitute this educational requirement with the following statement - Ability to read, write and communicate complicated verbal and written communications at a level normally acquired through completion of a high school education.
EDUCATION PREFERRED: TRAINING DESCRIPTION:
TRAINING PREFERRED: SPECIAL SKILLS DESCRIPTION:
SPECIAL SKILLS PREFERRED: LICENSURE DESCRIPTION: State of Wisconsin Nursing Assistant Certification is required. American Heart Association (AHA) Basic Life Support for the Healthcare Provider (BLS) or an AHA approved equivalent is required within 90 days of hire.
LICENSURE PREFERRED:

behavior that supports a patient's sense of dignity. Demonstrate good communication skills with other hospital staff, visitors and family members. The CNA will: interact with patients using AIDET, complete hourly rounding on all assigned patients, collaborate with the health care team. The CNA will demonstrate strong verbal, nonverbal and written communication techniques. The CNA will complete a handoff report related to standard and variable work, following accepted hospital processes, and verbally report and document any abnormal findings in a timely manner to the RN. Job Standard 6: Relationship Based Care: Guides all interactions to develop, maintain and/or improve relationships with every one of our customers. The CNA will enhance the patient experience with every interaction. The CNA will have a proactive approach to meeting the patient's needs. The CNA will consistently follow the plan of care. The CNA will demonstrate effective listening skills. Job Standard 7: Teamwork and Collaboration: The CNA is expected to participate as a member of the health care team sharing the mutual mission and goals of the hospital. The CNA is expected to promote a trusting and respectful work environment. The CNA will partner with the health care team to positively impact the patient's care. The CNA will work collaboratively with the health care team to achieve patient outcomes. The CNA will understand and accept tasks delegated by the RN. The CNA may be involved in precepting other CNAs. The CNA will engage in team building activities. The CNA will reinforce initial teaching

given to the patient. The CNA will implement therapeutic interventions in a response to patient needs (e.g., de-escalation). Job Standard 9: Education: Participates in ongoing educational activities as appropriate. The CNA will complete education modules as assigned. The CNA will complete the annual skills fair. The CNA will attend required unit based staff meetings. The CNA will attend PE Forums. The CNA is encouraged to be involved in Shared Governance activities. Job Standard 9: Quality: Demonstrates a commitment to quality and excellence: The CNA will complete quality improvement activities as assigned. The CNA may be requested to participate on teams to improve the quality of patient care. Job Standard 10: Environment and Safety: Committed to the highest standards of patient safety. Promotes a safe and healthy practice environment reducing environmental factors such as noise, odor and light that threaten health. The CNA will keep the environment neat, orderly, safe and clean. The CNA will utilize techniques to promote patient safety such as bed/chair alarms, alternatives to physical restraints, and nonviolent/non self destructive restraints (as directed by RN). The CNA will "speak up" when safety concerns are identified.

Detailed Responsibilities

Competencies

Skills

Education

Essential:

- * HIGH SCHOOL DIPLOMA/GED

Credentials

Essential:

- * CERT NURSING ASST-STATE
- * BASIC LIFE SUPPORT

Working Conditions

Essential:

- * CARRYING 15-34 LBS
- * CARRYING 35-50 LBS
- * LIFTING 15-34 LBS
- * LIFTING 35-50 LBS
- * LIFTING 15-34 LBS
- * LIFTING 35-50 LBS
- * PUSH/PULL 15-34 LBS
- * PUSH/PULL 35-50 LBS
- * AIRBORNE COMMUNICABLE DISEASE REASONABLY ANTICIPATED
- * BENDING
- * BLOODBORNE PATHOGENS REASONABLY ANTICIPATED
- * CHEMICALS REASONABLY ANTICIPATED
- * CLIMBING - INCLINES
- * CLIMBING - STAIRS
- * DEPTH PERCEPTION ACCURATE
- * DUST/PARTICULATE

- * FAR VISION ACCURATE - 20/40
- * KEYBOARD
- * LATEX REASONABLY ANTICIPATED
- * NEAR VISION ACCURATE - 20/40
- * PINCHING/FINE MOTOR ACTIVITIES
- * ADOLESCENT (12 TO 18 YRS) REGULARLY
- * BARIATRIC PATIENT REGULARLY
- * CANCER CARE/ONCOLOGY REGULARLY
- * CARDIOVASCULAR REGULARLY
- * CRITICAL CARE REGULARLY
- * DIABETES REGULARLY
- * GERIATRIC (60+ YRS) REGULARLY
- * INFANT/NEONATAL (BIRTH TO 1 YR) REGULARLY
- * ISOLATION PRECAUTIONS REGULARLY
- * MENTAL HEALTH/AODA REGULARLY
- * MOM/BABY CARE REGULARLY
- * NEUROSCIENCE REGULARLY
- * OLDER ADULT (45 TO 60 YRS) REGULARLY
- * PALLIATIVE/HOSPICE (END OF LIFE) REGULARLY
- * PRESCHOOL (3 TO 6 YRS) REGULARLY
- * SCHOOL (6 TO 12 YRS) REGULARLY
- * STROKE REGULARLY
- * TODDLER (1 TO 3 YRS) REGULARLY
- * TRAUMA REGULARLY
- * YOUNG/MIDDLE ADULT (18 TO 45 YRS) REGULARLY
- * REACHING FORWARD
- * REACHING OVERHEAD
- * SITTING
- * SQUAT/KNEEL/CRAWL
- * STANDING

- * TALK OR HEAR ACCURATE
- * TWISTING
- * WALKING