



CERTIFIED NURSING ASSISTANT (Part Time)

Position Overview

Reporting to the Charge Nurse, the Certified Nursing Assistant provides direct care to Heritage on the Marina residents, including residents in independent living, assisted living, and skilled nursing/health center facility in accordance with standards of practice and regulatory requirements of the Department of Health Services.

Essential Job Duties

- Practices quality nursing and wellness care to residents in independent living, assisted living, and skilled nursing/health center
- Supports the company mission and practices the philosophy, nursing objectives and standards of the Department of Health Services. Demonstrates professional demeanor, appearance and cooperative working relationships with other staff and supervisors
- Assists in daily preparation of resident environment, resident rooms and beds
- Assists in and may accompany resident in the admission, transfer and discharge procedure; records resident inventory and labels residents' personal property
- Assists residents in the activities of daily living, including oral hygiene, nail care, grooming, showering, bathing, toileting, incontinent care, transfers and mobility
- Provides wheelchair transportation and assists in ambulation to residents as needed
- Encourages residents to participate in activities
- Maintains order and safety within resident living areas
- Encourages maximum functioning of resident through Range of Motion (ROM) activities, toileting schedule, feeding and turning schedule
- Reinforces training as outlined by therapy staff
- Observes residents for any physical and behavioral changes in condition and reports to the charge nurse
- Maintains consistent attendance and punctuality; follows policy and procedure for time off requests and sick leave
- Mandated reporter: Able to identify, understand and appropriately report suspected abuse situations
- Maintains active CNA certification or Basic Life Support (BLS) certification; participates in in-services provided by the Nursing Staff
- Participates in all staff meetings
- Records and reports to charge nurse all information pertaining to the daily care of residents, including weights
- Activities of Daily Living (ADLs), Intake and Output (I & O)
- Reports any accidents and unusual occurrences immediately to charge nurse
- Follows all established safety procedures and precautions when operating equipment and reports any unsafe/hazardous conditions to charge nurse
- Observes and reports any needed repairs or services for building or equipment to charge nurse

- Participates in Facility Emergency Plan training and fire drills; immediately assumes pre-assigned duties in the event of an emergency or disaster
- Other duties as assigned by charge nurse.
- Follow good infection control measures to prevent the spread of infection such as frequent hand hygiene.

Education and other Qualifications

- Current California CNA certification
- At least six (6) months experience as a CNA in acute or long-term care setting or written reference from CNA program instructor
- Current Basic Life Support (BLS) or CPR certification
- High school diploma or equivalent
- Must complete and pass a physical examination with tuberculosis (TB) screen prior to employment
- Employment contingent upon fingerprint clearance from the Department of Justice

Knowledge, Skills and Abilities

- Understanding of and compliance with HIPAA standards of practice
- Ability to read, speak well and be understood clearly in the English language
- Bilingual ability preferred

Work Environment, Physical and Mental Capabilities, and Travel Other Requirements

- The work environment and characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The work environment is an office environment, community meeting room, or a resident's apartment. The noise level in the work environment is usually moderate.
- While performing the duties of this job, the employee is frequently required to stand and walk; to sit for long periods of time; to use hands to finger, handle, or feel; and to hear and speak with peers, residents, and others. The employee is often required to move continually throughout the work day; maintain dexterity to pinch small objects; reach with hands and arms and stoop, kneel, crouch, climb, or crawl. The employee must occasionally lift and/or move up to 35 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.
- Demonstrates emotional stability and ability to cope effectively with physical and mental performance elements.

Exposure Risk:

- The CNA is at high risk for exposure to blood and body fluids.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Other duties, responsibilities and activities may change or be assigned at any time with or without notice.

The physical demands 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 essential functions.

The Company provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.