ALL HOURS
Home Healthcare

Home Health Aide / Certified Nursing Assistant

JOB DESCRIPTION

Department: Home Care Services
Reports to: Clinical Supervisor / Director of Nursing
Compensation: $20-$25 per hour, based on experience

Position Summary

The Home Health Aide / Certified Nursing Assistant helps patients stay safely at home by providing personal care and support with daily activities, following the patient's plan of care and the direction of the supervising nurse.

Essential Responsibilities

Personal Care

- Help with bathing, grooming, dressing, toileting, and mobility.
- Help with safe transfers and walking, using equipment as directed.
- Prepare meals and help with eating as the plan of care directs.

Observation and Reporting

- Take and record vital signs when assigned.
- Observe the patient's condition and promptly report changes, concerns, or incidents to the supervising nurse.

Home Support

- Light housekeeping related to the patient's care, including keeping the care area clean, laundry, and linens.
- Give medication reminders only. Aides do not give medications.

Documentation and Communication

- Complete visit records accurately and on time.
- Follow HIPAA requirements, infection prevention practices, and agency policies.

Qualifications

- Massachusetts Certified Nursing Assistant (CNA) certification, a Home Health Aide (HHA) certificate, or completion of a state-approved Home Health Aide training program.
- New graduates are welcome.
- Current CPR / Basic Life Support (BLS) certification preferred.
- To care for New Hampshire patients: the New Hampshire dementia training certificate.
- Dependable, patient, and respectful, with good communication skills.

Physical and Travel Requirements

- Ability to lift, transfer, and reposition patients, with assistance or equipment as needed, and to stand, bend, and walk for long periods.
- Ability to travel to patients’ homes and provide care in varying home environments.
- Valid driver’s license and reliable transportation.