



Hospice Certified Nursing Assistant

Hospice Care CNA Job Summary:

The Hospice CNA is responsible for providing bathing, personal care, and related assistance to individuals navigating life-limiting illness. CNAs work under the supervision of VHOCC nurses to plan and organize their workload and ensure that patient needs are met.

All patient care is performed where the patient resides in Clallam County. The area of service is from Diamond Point to Joyce.

CNA Responsibilities:

- Coordinates with the nurse case manager and Clinical Team Manager (CTM) on care plan for each hospice patient.
- Assists with personal care utilizing correct bathing techniques to provide complete patient care, whether the patient is bedbound or mobile.
- Independently schedules appointments and communicates with patients, families, and caregivers.
- Contacts and cares for patients with a frequency which meets organizational expectations and patient/family needs.
- Safely transfers and ambulates patients using established protocols and techniques.
- Manages supply needs for patients during visits.
- Educates patients, families, and caregivers about ADLs, as needed.
- Identifies needs and changes unique to the patient/family and reports findings to the nursing team.
- Informs the nurse case manager and CTM of unusual or potentially problematic issues.
- Accurately and appropriately charts in the Electronic Medical Record system.
- Operates a motorized vehicle in a professional and respectful manner, being careful to obey all traffic laws, consistent with the laws of Washington State.
- Attends and actively participates in team meetings and organizational activities, as appropriate.
- Cross trains to support clinical administration when needed.
- Complies with all VHOCC policies and procedures.
- Performs additional responsibilities as needed to support various team functions.

Schedule: This position is 30 to 35 hours per week. Work will take place in patient homes and VHOCC facilities in Port Angeles and Sequim.



Wage & Benefits:

- The hourly rate of pay will depend on the experience of the candidate and will be in the range of \$25 to \$27 per hour.
- Miles driven while performing organization business will be compensated at current GSA rates.
- Eligibility for 401K contribution.
- Sick Leave pursuant to VHOCC's policies.

Required Skills/Abilities:

- Effective and compassionate communication skills.
- Strong decision-making and time-management skills with ability to multi-task and prioritize workload.
- Strong interpersonal skills focused on patient and family-centered care.
- Comfort working independently and in teams.
- Proven ability to maintain discretion and confidentiality.
- Flexible and adaptable to new situations/emerging needs.
- Ability to multitask, prioritize, and independently identify, address, and solve problems.
- Ability to establish and maintain positive interactions between staff, patients, families, and other healthcare providers.
- Competency with various technology platforms, tools, and applications.

Education, Certifications, and Experience Requirements:

- CNA license completed and approved by the State of Washington.
- Competence with using technology tools.
- BLS certification, current or able to obtain upon hire.
- Desirable: Two or more years of hospice care experience.
- Desirable: HPNA certification.

Physical Requirements:

- Ability to kneel, stoop, crouch, climb, stand, crawl, and sit for long periods of time.
- Ability to lift 40 pounds at a time.
- Ability to work in a variety of patient homes for which there is little control over environmental conditions.
- Ability to drive between offices and other locations as needed to meet day-to-day business needs. Some night driving.