



ALTERNATIVES IN HOME CARE

Job Title:	Personal Care Attendant	Job Category:	Non-Exempt/Hourly
Department/Group:	Home Care (Non-Medical)	Job Code/ Req#:	PCA1
Location:	Arizona	Travel Required:	No
Level/Salary Range:	DOE	Position Type:	Full-time / Part-time / PRN
Reports to:	Supervisor		

Job Description

Overview

Personal Care Attendants provide service to individuals in their own homes and communities, who need assistance caring for themselves as a result of acute or chronic illness, disability and/or other infirmities. Personal Care may include assistance with the activities of daily living, housecleaning, laundry, meal preparation, transportation, companionship and respite. Personal Care Attendants are responsible for ensuring that service is delivered in a caring and respectful manner, in accordance with relevant Agency policies and industry standards.

Definitions

Personal Care Attendants are also referred to as: Caregivers, Direct Care Workers, Home Care Aides, Homemakers, Home Care Companions, etc.

Role and Responsibilities

- Assist with the activities of daily living and personal care up to and including:

Bathing	Shaving	Ambulation	Positioning
Mouth care	Hair care	Nail care	Skin care
Dressing	Feeding	Exercise	Toileting
Positioning	Transferring	Medication reminders	Vital signs and Blood Pressure
- Ensure client's safety and security by supervising the home environment.
- Teach/perform meal planning and preparation, routine housekeeping activities such as making/changing beds, dusting, vacuuming, washing floors, cleaning kitchen and bathroom, and laundry.
- Provide companionship including social interactions, conversations, emotional reassurance and encouragement of activities that stimulate the mind.
- Provides respite care for families in accordance with care plans.
- Perform/assist with essential shopping/errands, which may include handling the client's money in accordance with the care plan and under the observation of the Supervisor.
- Assist clients with following a written, special diet plan and reinforcement of diet maintenance, which is provided under the direction of a Physician and as identified on the care plan.
- Escort clients to medical facilities, errands, shopping and outings as specified in the care plan.
- Assist clients with communication by writing or typing correspondence for them or researching information for them.
- Participate on the Care Team by providing input and making suggestions.
- Ensure service is delivered in accordance with all relevant policies, procedures and practices.
- Monitor supplies and resources.
- Evaluate the program and make recommendations to it, as indicated.
- Follow the written care plan.
- Carry out duties as assigned by the Supervisor.
- Observe clients and their environments and reports unsafe conditions to Supervisor.
- Observe clients and their environments and reports behavior, physical and/or cognitive changes and/or changes in living arrangements to Supervisor.
- Complete and maintain records of daily activities, observations, and direct hours of service.
- Attend orientation, in-service training sessions and staff meetings.

- Develop and maintain constructive and cooperative working relationships with others.
- Make decisions and solve problems under guidance of the Supervisor.
- Communicate with Supervisor and co-workers.
- Observe, receive and obtain information from relevant sources.
- Performs other duties as required

Knowledge, Skills and Abilities

- Knowledge of personal care and home management skills.
- Knowledge of principles and processes for providing client and personal care services, including needs determinants, meeting quality standards and evaluation of client satisfaction.
- Knowledge of the English language.
- Knowledge of the information and techniques needed to diagnose and treat injuries including emergency first aid and CPR.
- Knowledge of clerical procedures such as maintaining records and completing forms.
- The ability to competently assist clients with their activities of daily living.
- The ability to be aware of other people's reactions and understanding why they react as they do.
- The ability to establish and maintain relationships.
- The ability to teach others.
- The ability to listen actively.
- The ability to identify problems and determine effective solutions.
- The ability to apply reason and logic to identify strengths and weaknesses of possible solutions.
- The ability to monitor and assess themselves, clients and effectiveness of service.
- The ability to understand and execute written and oral instructions.
- The ability to communicate information orally and in writing so others understand.
- The ability to work independently and in cooperation with others.
- The ability to determine or recognize when something is likely to go wrong.
- The ability to suggest a number of ideas on a subject.
- The ability to perform activities that use the whole body.
- The ability to handle and move objects and people.
- The ability to observe and recognize changes in clients.
- The ability to establish and maintain harmonious relations with clients/families/co-workers.

Physical and Mental Demands

- Good physical and mental health, including the physical and mental ability to drive a vehicle.
- Physical ability to stand, walk, use hands and fingers, reach, stoop, kneel, crouch, talk, hear and see.
- Mental fortitude and stability to handle stress.

Qualifications and Education Requirements

- At least 18 years of age
- High School Diploma / GED
- Current Driver's License & Proof of Insurance
- Successfully pass criminal background check (State or Federal/Sexual Abuse Registry/OIG Exclusions List)
- Pre-employment and/or random drug testing
- Current First Aid and CPR Certification
- Current TB Test
- Successfully pass pre-employment skills/knowledge testing and or assessments

Minimum Training and Experience

- Documented personal care experience (paid or unpaid), or
- Pre-employment training

Preferred Training and Experience

- Personal Care Certification, Training or Education from an accredited post-secondary school
- One (1) year paid personal care experience

Reviewed by:	A. Russell	Approved by:	A. Russell
Last Update:	01/10/20206	Approval Date:	10/08/2013