

Job Description

Job Title	Health Care Assistant – Zero Hour Contracts only
Department	Nursing Administration
Reports to	Nurse Supervisor
Date	2013

Overall Purpose of Job

We will provide exceptional patient care in an environment where quality, respect, caring and compassion are at the centre of all we do.

The Health Care Assistant's role is to provide technical assistance and supportive patient care to meet the needs of individual patients throughout assigned areas.

Key Responsibilities and Deliverables

- Assist with patient activities and care as assigned by the Clinical Nurse Manager/Clinical Co-Coordinator.
- Provide for patients' personal hygiene: Bathe patients, perform oral care, provide skin care for patient with TED hose, SCD, casts, skeletal pins, assist with elimination, care for the incontinent patient, care for the patient with a urinary catheter, assist with cleansing enemas, sitz baths, non-sterile douches, and provide ostomy care.
- Assist with feeding.
- Ambulate, position, and turn patients and care for the patient with altered mobility.
- Assist with patient safety related to age and condition: Assist with patient specific safety precautions, collect, report and document data related to patient needs/emergencies and usual patient and family behaviour, and care for the patient from a correctional environment.
- Maintain patient privacy and confidentiality of information and records at all times.
- Provide and maintain a clean, safe environment and perform and/or assist others to perform proper aseptic technique, isolation procedures, and infection control measures.
- Maintain patient care areas with appropriate supplies.
- Perform or assist others to perform proper aseptic techniques, isolation procedures, and infection control measures.
- Adhere to internal controls established for the department.
- Perform related duties as required.
- The timely identification and communication of any issues and complaints to the Clinical Nurse Manager/Clinical Co-Coordinator.
- Demonstrate a confidence/competence in all hospital policies and guidelines.

Clinical Responsibilities

The post holder will ensure:

- The patient's needs are individually assessed.
- The patient's families/significant others are involved as appropriate.
- Patients are cared for in the optimum clinical environment, adhering to all hospital wide policies and guidelines.
- Full participation in and supervision of patient's meal and special dietary requirements.
- Visiting time policies are adhered to.

Personal/Professional Responsibilities

The post holder is expected to

- Attend in a timely manner all mandatory education sessions.
- Ensure their professional and personal persona positively reflects UPMC Beacon Hospital.
- Attend appropriate study days/courses.
- Participate in their performance review with their Clinical Nurse Manager.
- Utilise effective time management skills.
- Maintain professional appearance and dress code.
- Comply with guidelines for absence or tardiness.
- Attend staff meetings, read all work related email and other postings.
- All employees are expected to remain flexible to meet the needs of the hospital, which may include floating to other departments to assist as the patient needs fluctuate.
- Wear Identification badge when working.

Person Specification

Qualifications	<ul style="list-style-type: none"> Leaving Certificate or equivalent. Completion of an approved course for Health Care Assistants preferred.
Experience	<ul style="list-style-type: none"> Previous Health Care experience in an acute Hospital setting desirable.
Job Specific Competencies and Knowledge	<p>Teamwork</p> <ul style="list-style-type: none"> Demonstrate ability to work as part of a multi-disciplinary team. Demonstrate motivation and a proactive approach to the job. <p>Communication & Interpersonal Skills</p> <ul style="list-style-type: none"> Demonstrate effective communication skills including the ability to present information in a clear and concise manner. <p>Planning and Organising</p> <ul style="list-style-type: none"> Demonstrate evidence of effective planning, organising and time management skills. Demonstrate flexible approach – to internal rotations, rostering, e.g. night duty, theatre on call, attitude to work. <p>Knowledge</p> <ul style="list-style-type: none"> Demonstrate evidence of recent and relevant experience in an acute hospital setting. <p>Patient/Customer Focus</p> <ul style="list-style-type: none"> Demonstrate a focus on quality. Demonstrate evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect.
Personal Competencies	<ul style="list-style-type: none"> All posts in UPMC Beacon Hospital require a high level of flexibility to ensure the delivery of an effective and efficient service. Therefore, the post holder will be required to demonstrate flexibility as and when required by their manager or hospital management.

This job description is intended to be an outline of the areas of responsibility and deliverables at the time of its writing. As the Hospital and the post holder develop, this job description may be subject to review in light of the changing needs of the Hospital.

Job Description received by employee: _____

Signature

Date