



Home Care Aide

Is Tender for you?

Are you looking for a meaningful position at a company who takes care of you? Tender Home Health is an agency dedicated to both its patients and staff, so make sure to apply.

Home Care Aide will be providing our patients with a daily assistance in the home. Through their motivation to help and caregiving skills, they will help patients and families navigate through difficult physical situations. Through patient interactions, our Home Care Aide will be able to increase their service skills and enjoy the bonded relationships. We are looking for a reliable caregiver who will provide consistent care to patients who require daily assistance.

Our Dynamic Culture

We know that our staff is the life blood of our agency. We are dedicated to ensuring that our staff has the opportunities for the career path they desire. To support our staff, we have a gratitude culture where we constantly celebrate our associates' achievements. This is evident in our many rewards and recognition practices.

Here are some examples of methods we developed to keep our close knit culture:

- Fun, innovative ways to highlight the teams' successes
- Team oriented bonuses
- Familial atmosphere where we would to know your life outside of Tender and share it with the team
- Numerous social activities to celebrate team milestones

We also do not shy away from hard work and grit. We are very upfront with critical feedback, as we want all of our team members to grow in their careers. We constantly mentor our staff to develop key skills that can be utilized beyond our company. Whether it be for 1 year or 20 years, during your stay at Tender, we will ensure you learn behaviors that you will utilize in any other endeavors.

Life is short, strive for excellence.

Qualifications

Required:

- Demonstrates a "growth mindset," with a proactive attitude towards learning and improving skills, coupled with a strong sense of personal responsibility and initiative in achieving goals.
- Has one year full-time experience within the last five years in direct client/patient care in the home care setting; OR Has one year-full-time experience as a CNA or HHA in an institutional setting, such as a hospital or nursing home,
- Attends Aide oriented in services
- Participates in professional meetings when directed
- Able to work closely supervised to ensure competence in providing client care
- Home care aide certification through DSS

Desired:

- Experience with Dementia patients
- CNA certificate

Competency

The content of the competency evaluation of the agency will include is not limited to:



- Communication skills
- Observation, reporting, and documentation of a client's status and the care or service furnished
- Basic infection control procedures and instruction on universal precautions
- Basic elements of body functions and changes in body function that must be reported to the supervisor
- Maintenance of a clean, healthy, and safe environment
- Knowledge of emergency procedures and emergency protocol
- Recognition of the physical, emotional, and developmental needs of a client
- Ability to work with the populations served by the agency, including the need for respect of client privacy and property
- Appropriate and safe techniques in home care services including but not limited to:
 - Bathing
 - Exercising
 - Making telephone calls
 - Meal preparation and planning
 - Dressing
 - Positioning
 - Transferring
 - Feeding
 - Companionship
 - Housekeeping
 - Laundry
 - Personal hygiene and grooming
 - Transportation
 - Shopping
 - Toileting and Incontinence Care

Your Day to Day Activities

- Care Planning
 - Ensure quality and safe delivery of home care services
 - Participates in development and implementation of client plans of care per home care agency policy and procedure, as appropriate
 - Participates in client case conferences according to home care agency policy and procedure, as appropriate
 - Ensures the provided home care services reflect client plans of care
 - Regularly reports information regarding client plans of care is submitted to the home care case manager in a timely manner
- Reporting and Documentation
 - Client plans of care are discussed with the home care case manager on regular basis
 - Client records are documented per home care agency policy and procedure
 - Client assignments and reports are received from home care case manager
 - Documentation is submitted within agency turnaround times
 - Participates in professional meetings when directed
- Training
 - Able to work closely supervised to ensure competence in providing client care