

DESCRIPTION: Under general supervision of a licensed nurse, provides basic nursing care, administers medications, and applies treatments for Veteran's Home members within the scope of the Nebraska Medication Aide Act, State of Nebraska Nursing Assistant regulations, and Veteran's Affairs regulations and trains, mentors, coaches and assists with orientation of Staff Care Technicians; perform related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

The Staff Care Specialist is the third level in a series and is considered full performance. This class is distinguished from the Staff Care Technician II class by being responsible to mentor and train less experienced staff in the Staff Care Technician I and Staff Care Technician II classes. The Staff Care Technician II class may assist with training other Staff Care Technician staff; however, would not be assigned mentoring responsibilities on a regular basis.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Trains, coaches and mentors Staff Care Technicians in basic nursing care and administrative procedures. Provides performance feedback and input for performance evaluations. Assists in orienting new Staff Care Technicians and completes new hire check lists.

Makes rounds, reviews charts and reports and provides basic nursing care to members in activities of daily living, nutrition, hydration, safety, accident prevention, infection control and basic emergency procedures. Assists members to maintain or improve functional capabilities through appropriate restorative nursing.

Provides personal hygiene and basic nursing care of members including but not limited to, toileting, bathing, dressing, shampooing, tooth brushing, feeding or assisting members in feeding themselves lifting/transferring/repositioning members as needed, applying clean and dry dressings and other Medication Aide duties as required.

Assists the RN or LPN on duty and may be assigned special projects.

Administers medication and applies treatments within the scope of the Nebraska Medication Aide Act.

Participates in continuous quality improvement, including assisting in the evaluation of quality and effectiveness of member care services. May participate in the collection and interpretation of quality improvement data.

Participates in the planning and evaluation of new therapeutic programs and attends treatment team planning meetings.

Assists in providing an environment safe and free from exposure to infection. Participates in evaluation of the environment for hazards and unnecessary risks for members. May participate in infection surveillance activities.

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: principles and processes for providing customer and personal services; Nebraska Medication Aide Act, medication administration and adverse medication reactions; regulations governing nursing assistants; practices and principles of providing basic nursing assistance; infection control practices; HIPPA regulations; abuse and neglect identification and prevention; safety principles; privacy and dignity principles; Veteran's Home policies and procedures; State and Veterans' Affairs regulations.

Skill in: providing basic nursing assistance; administering medications; developing positive relationships with others; written and verbal communication; team building; problem solving; teaching and training; prioritizing and taking responsibility for self and others; emulation of the State's Veterans' Homes vision and mission.

Ability to: lift up to 50 lbs. occasionally and push/pull occasionally up to 75 lbs. on a daily basis; frequently bend at the waist and neck and frequently twist at the waist and walk or stand up to 90% of the shift; interact with members and others in a positive manner and be flexible to meet changing demands of the job; recognize adverse medication reactions and take appropriate action; follow oral and written instructions in exact detail; lift, turn and/or repositions members as needed; demonstrate knowledge of facility policies and procedures.

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

Be at least 18 years of age, completed a state approved 76 hour nurse aide training course and competency evaluation program, be listed on the Nebraska Nurse Aide Registry, be certified as a Medication Aide, and possess a total of six months combined work experience as a Nurse Aide AND as a Medication Aide.

SPECIAL NOTES:

These positions are subject to call back during emergency conditions (e.g., severe weather, evacuation, post-disaster, etc.)

Incumbents must attend required in-services, demonstrate competencies, and remain listed on the Nebraska Nurse Aide and Medication Aide Registries as a condition of continued employment.

Positions classified to this class may be exposed to infectious waste, diseases and blood and airborne pathogens such as TB, HIV and Hepatitis.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).