



POSITION VACANCY ANNOUNCEMENT **BELKNAP COUNTY**

<u>Position Title</u>	<u>Labor Grade</u>	<u>Starting Salary</u>	<u>Department/ Division</u>	<u>Posting Date</u>	<u>Work Shift</u>
Restorative LNA	5	\$12.76	Nursing Home	1/25/21	40 hrs. 7-3

The Belknap County Nursing home is seeking a highly motivated, flexible and experienced individual to work in a team environment to perform Restorative/LNA duties and other functions assigned by the Director of Nursing. Under the general supervision of the DON or assigned supervisor, responsible for carrying out assigned functions as delegated in order to support and complement standards of nursing practice.

Currently, the position is generally assigned to the restorative division of the nursing department but may be assigned to work on the nursing units or perform other LNA responsibilities within the essential functions of the job as determined by the Director of Nursing. This position will be expected to work every other weekend, generally in restorative; however may be assigned to the nursing unit to insure adequate weekend coverage.

SPECIAL INSTRUCTIONS:

Application: An application is required and may be picked up at the Human Resources Office, 34 County Drive, Laconia, NH, during normal business hours or one may be downloaded from the website. Resumes are encouraged, but will not serve as a replacement for the required application. Submit the complete application to: Deb Laflamme, Human Resources, 34 County Drive, Laconia, NH, 03246. Applications will be accepted until 4:00 PM on February 1st 2021.

ESSENTIAL JOB FUNCTIONS:* (Depending on area of assignment)

- ◆ Assists residents in range of motion, positioning and routine exercise programs.
- ◆ Assists residents in the application of braces, splints, prosthetics or use of adaptive equipment and assists in ambulation with and without assistive devices.
- ◆ Performs routine cleaning and care of equipment.
- ◆ Identifies special resident issues and reports to charge nurse.
- ◆ Conducts resident rounds daily and identifies safety hazards and emergency situations, initiates corrective action and or seeks assistance of charge nurse, treatment nurse or nursing supervisor.
- ◆ Provides restorative nursing care as outlined by the physician's orders and the resident care plan. This may include physical therapy treatment, occupational therapy treatment, restorative dining, and bowel and bladder programs. Documents on restorative notes treatment provided.
- ◆ Documents on weekly progress notes the outline of a residents' response or lack of response to treatment provided.

- ◆ Provides direct resident care as assigned. Conducts resident rounds; identifies special resident problems and reports them immediately to the Nurse.
- ◆ Identifies safety hazards and emergency situations, and initiates corrective action as necessary and/or seeks assistance of Charge Nurse, Treatment Nurse or Nursing Supervisor.
- ◆ Assumes personal responsibility for following facility procedures related to control of equipment and supplies within the unit. Assumes accountability for compliance with federal, state and local regulations within the unit assigned and within his/her span of control.
- ◆ Reports unusual problems or incidents to the Nurse or Supervisor. Documents incidents and/or unusual problems according to established facility procedures.
- ◆ Participates in the development of an individualized plan of resident care for residents assigned.
- ◆ Reviews ADL care cards and performs nursing care as outlined.
- ◆ Records and reports intake and output when directed.
- ◆ Performs basic nursing skills as outlined in facility educational program.
- ◆ Performs safety checks, vital signs, pulse oximetry per BCNH policy.
- ◆ Applies and administers oxygen to residents per BCNH policy. Checks portable O2 tanks and fills per BCNH policy.
- ◆ Provides incontinence care to residents.
- ◆ Walks ambulatory residents. Assists residents to bathroom, as indicated by, toileting programs.
- ◆ Makes sure all residents are offered nourishments per BCNH policy and resident care plans.
- ◆ Assists with resident trays; passes trays, sets trays up for self-feeding residents and residents that require cuing, feeds residents.
- ◆ Provides tub baths, showers or bed baths.
- ◆ Turns and repositions residents per BCNH policy and resident care plans.
- ◆ Places bedpans, linen, washbasins and soiled linen in proper area.
- ◆ Empties and records all urinary drainage units.
- ◆ Answers residents' call bells; provides residents with blankets, drinks, etc.
- ◆ Assists Activities staff with transport of residents to and from events, holiday decorating and special events.
- ◆ Observes Resident's Rights, safety and infection control procedures.

- ◆ Ability to consistently work cooperatively with residents, charge nurses, treatment nurses, restorative assistants and other nursing assistants, physicians, families, consultant personnel and ancillary service providers.
- ◆ Complies with all safety initiatives as outlined in the BCNH policy, “Transfer and Transport of Residents”.

OTHER DUTIES AND RESPONSIBILITIES:

- ◆ Participates in facility education programs as assigned. Participates in resident care conferences and other facility meetings as assigned.
- ◆ Performs other related duties as required.

SKILLS/EXPERIENCE/TRAINING REQUIRED:

Duties require completion of a high school diploma and current licensure as an LNA with one-year experience in the long-term care setting.

- ◆ Must have the ability to understand and follow both written and oral instructions.
- ◆ Must be dependable and demonstrate good judgment.

SUPERVISORY RESPONSIBILITY:

- ◆ This position has no supervisory responsibilities.

WORKING CONDITIONS/PHYSICAL DEMANDS:

- ◆ This position may be exposed to indoor and outdoor environments, and may be subject to extreme variations of temperature, noise, odors, bloodborne pathogens, and physical, chemical and respiratory hazards.
- ◆ Balancing, crouching, grasping, pulling, reaching, repetitive movements and stooping are required. Required to occasionally lift weights from 75-100 pounds.

The above statements are intended to describe the general nature and level of work being performed by people assigned to do this job. The above is not intended to be an exhaustive list of all responsibilities and duties required. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

<p>*External and internal applicants, as well as position incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform the essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on a case by case basis.</p>

GENERAL PROVISIONS

In the event the County determines applicants are equally qualified and a County Employee seeks by promotion to fill this vacancy, preference will be given to County Employee.

Position postings not carrying a specific closing date under Special Instructions may be closed without notice after five working days.

"An Equal Opportunity Employer M/F/DP"