



Compass Home Health & Rehab has immediate openings for the following positions:

**Personal Care Assistant (PCA) or Home Health Aide/Caregiver** in and around Luzerne and surrounding counties. Competitive Pay Rates up to \$14 per hour (Rates vary with experience, level of qualification, number of hours worked, and type of shift).

## Benefits

- Free Compass work shirts
- Paid Mileage & Travel time
- Paid Overtime at 1.5x hourly rate
- Weekly Pay
- Refer a friend!
  - \$25 bonus to active employee when new employee completes training.
  - \$400 to you and your friend upon completion of 200 hours.
- Paid Time Off – Accrues immediately upon working
- Medical / Dental / Vision / FSA per policy

## Job Description Summary

The PCA or home health aide is a paraprofessional member of the home care team who works under the supervision of a registered nurse and performs various personal care services as necessary to meet the patient's needs. The home health aide or PCA is responsible for observing patients, reporting these observations and documenting observations and care performed. The home health aide or PCA will be assigned in a manner that promotes quality, continuity and safety of a patient's care.

## Essential Job Functions/Responsibilities

Responsibilities of the home health aide include, but are not limited to, the following:

1. Providing personal care including:
  - A. Baths, Back Rubs, Oral Hygiene, Shampoo
  - B. Changing bed linens
  - C. Assisting patients with dressing and undressing
  - D. Skin care to prevent breakdown
  - E. Assisting the patient with toileting activities
  - F. Keeping patient's living area clean and orderly, as appropriate
2. Planning and preparing nutritious meals.
3. Assisting in feeding the patient, if necessary.
4. Assisting in ambulation and exercise according to the plan of care
5. Performing range of motion and other simple procedures as an extensional therapy service as ordered (with appropriate completed/demonstrated skills competency).
6. Assisting patient in the self-administration of medication.
7. Doing patient's laundry, as appropriate.
8. Meeting safety needs of patients and using equipment safely and properly (foot stools, side rails, etc.).
9. Reporting on patient's condition and significant changes to the assigned clinical care coordinator.
10. Adhering to the Organization's documentation and care procedures and standards of personal and professional conduct.

The above statements are only meant to be a representative summary of the major duties and responsibilities performed by incumbents of this job. The incumbents may be requested to perform job related tasks other than those stated in this description.

## Position Qualifications

1. Demonstrates competency as defined in agency policies
2. High school diploma or equivalent
3. At least 18 years of age.
4. Ability to read and follow written instructions and document care given.
5. Self-directing with the ability to work with little direct supervision.
6. Empathy for the needs of the ill, injured, frail and the impaired.
7. Demonstrates patience and good personal hygiene.
8. Licensed driver with automobile that is insured in accordance with Organization requirements and is in good working order.