

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES ▼
HUMAN RESOURCES ENTERPRISE
RESIDENT AIDE

DEFINITION

Performs entry-level non-professional or therapeutic work in the care or treatment of residents at a state institution for the elderly, intellectually disabled, or mentally ill; performs related work as required.

The Work Examples and Competencies listed are for illustrative purposes only and not intended to be the primary basis for position classification decisions.

WORK EXAMPLES

Provides assistance to residents by participating in the delivery of activities designed by treatment staff.

Provides support and physical assistance to residents by participating/initiating additional activities such as playing cards, table games, reading, crafts, etc.

Reports information to nursing staff relating to a resident's treatment program, such as significant changes in behavior or attitude.

Escorts residents to activities, dining hall, medical appointments, therapy sessions, vocational sessions, recreation, or other areas, to facilitate all aspects of the resident's overall treatment program.

Attends basic in-service training classes to learn skills needed to perform assigned duties and responsibilities; completes the PNA course to provide a background to assist staff in feeding residents.

Performs housekeeping tasks to maintain the cleanliness of the institution, ward, or living unit.

COMPETENCIES REQUIRED

Knowledge of the problems, attitudes, and needs of residents in an institutional setting.

Knowledge of the basic principles of patient care.

Knowledge of basic principles of personal hygiene and their application to personal care of institutional residents.

Knowledge of body mechanics utilized in lifting, moving, dressing, or carrying out personal hygiene procedures.

Knowledge of housekeeping procedures used on a ward or living unit.

Ability to read and write the English language.

Ability to establish and maintain effective working relationships with institutional residents and to deal with each resident demonstrating patience, empathy, and tact.

Displays high standards of ethical conduct. Refrains from dishonest behavior.

Works and communicates with all clients and customers providing professional service.

Displays a high level of initiative, effort, attention to detail and commitment by completing assignments efficiently with minimal supervision.

Follows policy and cooperates with supervisors.

Fosters and facilitates cooperation, pride, trust, and group identity and team spirit throughout the organization.

Exchanges information with individuals or groups effectively by listening and responding appropriately.

EDUCATION, EXPERIENCE, AND SPECIAL REQUIREMENTS

No specific education or experience is required.

Effective Date: 03/12 BR