



Role of the Nursing Assistant





Interdisciplinary Health Care Team

■ Includes:

- Patient, family members, physician, nursing team, & specialists

■ Nursing team provides:

- Skilled nursing care
- Plans & directs physicians orders



Training period

- Trained to assist with patient care
- Short time frame because the NA responsibilities and skills are not as great
- Growth and learning will continue throughout the career

Registered Nurse

- Passes national licensure exam
- Associate or bachelor degree
- Duties are to assess, plan, evaluate and coordinate patient care



Licensed Practical Nurse

- 1 yr – 18 month program
- Pass national licensure exam
- Works under supervision of RN, physician or dentist



Nursing Assistant

- Trained to assist with patient care
- 90 hours training



Organization

- Primary nursing
- Functional Nursing
- Team Nursing
- Patient Focused care



Primary Nursing

- Care is given by the registered nurse
- Assigned to that patient for the entire hospitalization
- LPN/LVN & CNA's help w/ care and follow directions of the RN
- Enables patient to relate directly to one specific nurse
- May be responsible for 6-8 patients



Functional Nursing

- Task-oriented care
- Nurse in charge is the person responsible for all patients
- Staff is assigned specific tasks:
 - Giving meds; providing tx's; providing hygiene care
- Patient's may find it confusing because many people are involved in the care



Team Nursing

- Most common method
- RN team leader determines the nursing needs of all the patients assigned to the team
- Team members receive their instructions and report back to the team leader
- Includes family in the planned care for the patient





Patient Focused Care

- Goals are:
 - Limits the number of people involved in patient care
 - Contains cost
 - Meets patient's needs efficiently
- Staff members are prepared as multi-skilled workers by cross-training them to perform special duties that are normally carried out by someone else
 - I.e: drawing blood, obtaining statistics, etc.



Regulation

- NA's must understand the scope of practice
- All states required to specifically address duties & responsibilities of NA as well as education
- OBRA – Federal law that regulates the education & certification of NA's (falls under DHHS)



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- Effective 1990, anyone working as NA must complete a competency evaluation program (state approved course)
- Actual training/education of NA is under individual state jurisdiction guided by federal regulations



NACEP

- Nurse Aide Competency Evaluation Program
- Guide for individual programs that register and awards credentials to NA
- Specifies minimum skills to be achieved
- Meets the requirements of OBRA



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■ Georgia requirements:

- Minimum 90 hours classroom time
- Minimum 24 hours clinical practice
- Passing written exam score of 75 or better
- Skills practicum
 - Randomly chosen by evaluator
 - One must be vital signs

Guidelines for NA

- Only perform tasks you have been trained to perform and are legally within your scope of practice
- Better to ask for clarification or help than to make an error and cause an injury





Personal Adjustments

- Certain amount of adjustments may be needed due to work situations
 - Following orders promptly
 - Ensuring rules are followed
 - Accepting criticism
 - Willing to learn and grow
 - Dependability
 - Respect for co-workers
 - Learning to be tactful

Interpersonal relationships

- Interactions between people
- Warm; accepting
- Positive attitude
- Smiling at others when you don't feel like it
- Cooperative



Attitude

- Most important characteristic
- Shown through behavior
- Attitude should reflect:
 - Courtesy
 - Cooperation
 - Emotional control
 - Empathy (understanding)
 - Tact
 - Sympathy



Patient relationships

- All ages become ill
- Good NA shows empathy for patient by being gentle and kind even when they may be nasty and mean
- When person is ill, they are frightened – personalities change



Meeting patient's needs

- Patient may have difficulty meeting social, spiritual and physical needs due to limits of illness
- Offer emotional support, listening skills and meeting patient's needs as best you can



Family's needs

- Concern for family members adds stress to their lives
- Need reassurance that person is being cared for
- Co-workers who are ill add stress
- Need patience and tact
- Be aware of body language, not just words



Staff relationships

- All staff members share same goal – to help patient
- Good interpersonal skills
- Do not criticize others
- Cheerful, positive attitude
- Watch body language





Personal grooming

- Essential because of close contact w/ patients
- Includes:
 - Daily showers
 - Mouth care
 - No strong perfumes/lotions (can make patient sick)
 - Keep hair/nails clean
 - No dangling jewelry



Stress !!!!

- Work is physically and mentally demanding. To stay healthy:
 - Sufficient rest
 - Good nutrition
 - Satisfying leisure activities
 - Burnout is total mental, emotional, and sometimes physical exhaustion