



Health & Wellness CNA/EMT/Health Aide

Mission Statement for Rainbow Acres

Rainbow Acres, a residential Christian community with heart, empowers persons with developmental disabilities to live to his/her fullest potential with dignity and purpose.

Job Title: Health & Wellness CNA/EMT/Health Aide

Department: Health & Wellness

Reports to: Clinic Manager

Status: Non-exempt, Full time (36 hours M-F)

Prepared Date: November 2025

Job Summary:

The Health & Wellness Certified Nursing Assistant/Emergency Medical Technician/Health Aide assists nursing personnel in the provision of basic care for residents and necessary unit tasks and functions in compliance with the policies, procedures, and applicable health care standards and the AZ Department of Health. He/she provides outstanding patient care and support for residents on a daily basis, under the supervision of a nurse.

Minimum Professional Requirements:

- High school graduate or equivalent
- CNA, EMT or Health Aide certification required
- Prior clinical, CNA or EMT experience preferred.
- Current CPR & First aid certification
- Compassionate, mature, sympathetic and professional at all times
- Good organization and computer skills
- The ability to think and work independently and with direction, and communicate with staff members in a fast-paced and sometimes stressful environment
- Excellent communication and interpersonal skills with the ability to build rapport with residents, families & guardians, medical providers, and employees
- Ability to meet all clearance requirements including but not limited to obtaining and maintaining a level one fingerprint clearance card, background check, drug screen, pre-employment physical, reference check, and vaccination requirements
- Evidence of strong Christian commitment is desirable. Evidence of strong ethical standards and moral character is essential along with sensitivity to the needs of our Residents. This is a safety sensitive position.

Professional Responsibilities:

1. Providing great resident care – has knowledge and delivers appropriate care related to the physical and psychological needs of the resident as per care/service plan
 - a. Assess for life threatening emergencies, and non-life threatening emergencies.
 - b. Provide Basic and complex first aid care as needed.
 - c. Simple, non-sterile dressing, wound cleansing, applying splints, and other trauma related injuries
 - d. Perform skin assessment and notify RN of any abnormalities in skin integrity
 - e. Applies heat or cold compresses as needed.
 - f. Collects and labels specimens
 - g. Measures and records vital signs and reports variations in vital signs to RN

- h. Maintains monthly weights and runs reports to track any variations.
 - i. Examining residents to detect issues requiring medical care, including open wounds, bruises, or blood in the urine
 - j. Reminding residents to take medications and nutritional supplements
 - k. Obtaining a wide range of information from physicians, caregivers, and nurses about Rancher conditions, treatment plans, and suggested activities
 - l. Immediately reports any changes in resident's condition or incidents to the Clinical Manager
2. Follows infection prevention and control policies and Personal Protective Equipment use.
 3. Demonstrate appropriate knowledge for safe use of medical equipment
 4. Participates in case conferences with other members of the healthcare team as appropriate
 5. Maintains confidentiality in relation to all residents, healthcare staff and documentation
 6. Maintains a cooperative manner towards resident/family and all members of the healthcare team
 7. Maintains and enhances skill through attending appropriate staff development training
 8. Stay up to date on clinic policy and procedure
 9. Deliver medication to houses, and apartments as needed.
 10. Check in cycle fill medication and daily medications delivered.
 11. Insure barcodes for our EHR system are up to date on medications for scanning of medications.
 12. Monthly wellness assessments on dedicated ranchers.
 13. Medication Pass to cover caregivers as needed.
 14. Pulls appropriate reports from ECP as needed for H&W team, physicians, RCC, and other appropriate teams.
 15. House medication and independent rancher medication audits.
 16. Provides restock of all supplies that might be needed to houses that include but not limited to gloves, medication cups, vacation supplies.
 17. Assist Clinical Manager with Annual Health and Wellness Documentation.
 18. Assist and/or run CPR training courses for all employees.
 19. Assists nurses and other personnel as needed

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties, the employee is frequently required to: stand; walk; have great dexterity of hands and arms; push; pull; balance; stoop; kneel; crouch; crawl; talk; and, hear. The employee is occasionally required to sit. The employee must be able to properly and safely lift up to 25 pounds and must be able to help move clients with weight ranging to more than 250 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision and depth perception.

Work Environment: the work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The working environment is generally favorable. Lighting and temperature are adequate, and there are no hazardous or unpleasant conditions caused by noise, dust, etc. Work is generally performed within an office environment, with standard office equipment available.