

	N.C. Nurse Aide I Curriculum
	<p>MODULE A</p> <p>The Nurse Aide I</p>
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	Objectives
	<ul style="list-style-type: none"> ■ Describe the North Carolina Nurse Aide I. ■ Explain requirements for initial listing and renewals on the North Carolina Nurse Aide I Registry. ■ Describe resources available that outline the range of function of the North Carolina Nurse Aide I. ■ Describe the importance of delegation of tasks to nurse aides.
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	Objectives
	<ul style="list-style-type: none"> ■ Describe the types of skills performed by nurse aides. ■ Compare basic nursing skills, personal care skills, and interpersonal skills. ■ Describe important characteristics of a competent, caring nurse aide. ■ Explain the differences between an effective team and an ineffective team.
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Nurse Aide in the State of North Carolina - Definition

A valued, unlicensed member of the health care team, responsible for providing delegated nursing tasks, within a defined range of function, for residents (patients / clients) in a variety of settings and who is listed on the N.C. Nurse Aide I Registry

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OBRA Omnibus Budget Reconciliation Act

Federal Law, enacted by Congress, in 1987

- Designed to improve quality of life for residents living in nursing homes
- Defined requirements for nurse aide training and competency evaluation



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Range of Function for Nurse Aides







- North Carolina Board of Nursing Administrative Code
- North Carolina Board of Nursing

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	<h2 style="text-align: center;">Regulatory Body</h2>
 <ul style="list-style-type: none"> ■ North Carolina Nurse Aide I Registry ■ North Carolina Health Care Personnel Registry Section 	
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	<h2 style="text-align: center;">Registry Listing Requirements</h2>	
<p>Listed on North Carolina Nurse Aide I Registry after Passing NNAAP</p> <ul style="list-style-type: none"> ■ Written/oral exam ■ Demonstration of five (5) skills 		
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	<h2 style="text-align: center;">Listing Renewals</h2>	
<p>Listings renewed through qualified work experience every 24-months</p> <p>What is considered qualified work experience?</p>		
<div style="border: 1px solid black; padding: 5px;"> <p>**Any nurse aide who does not work during the 24-month listing period, will be required to retake and pass the NNAAP exam**</p> </div>		
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- **A nurse aide CANNOT work as a nurse aide if listing expires****

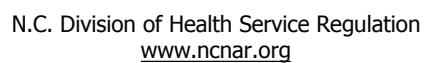


Promptly report
changes in name
or address

[illegible][illegible]

Web site Alert.....

N.C. Board of Nursing
www.ncbon.org




	<h2>Job Responsibilities of Nurse Aides</h2>
	<ul style="list-style-type: none"> ■ Perform delegated basic nursing skills ■ Perform delegated personal care skills ■ Use appropriate interpersonal skills
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	<h2>Delegation</h2>
	<ul style="list-style-type: none"> ■ Definitions ■ Nurses use to assign duties and tasks ■ Improves efficiency and shows trust ■ 5 Rights of Delegation ■ Questions nurse aide should ask self
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	<h2>Delegation</h2>
	<h3>Points to Remember</h3>
	<ul style="list-style-type: none"> ■ Nurse is accountable and responsible ■ Made on resident-by-resident basis ■ Never be afraid to ask for help ■ Always ask ■ If you think you do not have the skills, talk to supervisor
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Basic Nursing Skills: Definition

- Essential skills required of nurse aides
- Examples?

**Privacy is
the key!**



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Basic Nursing Skills: Importance

Important duties of nurse aides

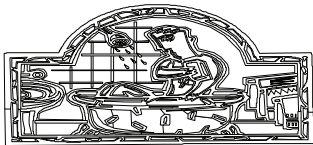
Following plan of care,
directives from
supervisors, and reporting
important findings –
critical to well-being of
residents



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Personal Care Skills



Tasks dealing with person's body, appearance,
and hygiene

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Personal Care Skills

Hygiene



Grooming



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Personal Care Skills

A.m. care?

P.m. care?



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Personal Care Skills

Hygiene & Grooming + Dressing +
Eating + Transferring + Toileting =
Activities of Daily Living

***ASSISTING WITH ADLS OF
ASSIGNED RESIDENTS IS
IMPORTANT DUTY OF NURSE AIDES***

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When Providing Personal Care:

- Help residents remain independent and encourage self-care
- Maintain professional manner and provide privacy
- Observe resident's skin, mobility, comfort, and cognition

Interpersonal Skills

- Essential skills used when working with others
- Determined by many things
- In a health care setting, refers to ability to get along while getting the job done



Interpersonal Skills

Why are interpersonal skills important?

Interpersonal Skills: Nurse Aide's Role

- When caring for residents
 - Empathize
 - Anticipate needs
 - Treat as unique individuals/honor requests
 - Display patience and tolerance
 - Be sensitive to moods and reactions
- Be respectful to family and understand concerns
- Maintain open, positive, and professional relationship with team
- Effectively communicate and work well with others

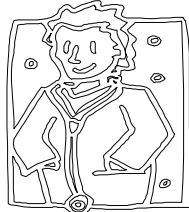


The Nurse Aide as Employee – Important Qualities

Must act, behave, and function in a professional manner

Must have an excellent work ethic

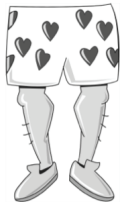
A work ethic is...



Appearance



- Follows dress code
- Dresses neatly
- Wears appropriate shoes and...



**Wears clean
undergarments
in appropriate
color and style**

Appearance

- Covers permanent body art
- Maintains neat nails
- Maintains simple hairstyle and...

Maintains excellent personal hygiene



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Appearance

- Wears clean stockings/socks
- Wears no jewelry in eyebrows, nose, lips, or tongue
- Flashes a warm/friendly smile and...

Wears no heavy make-up

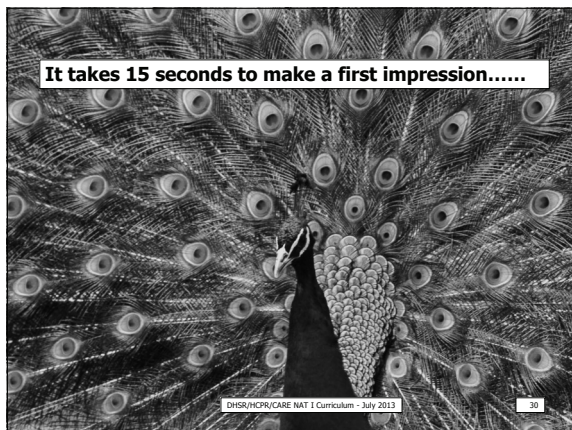


Is my make-up too heavy?

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It takes 15 seconds to make a first impression.....



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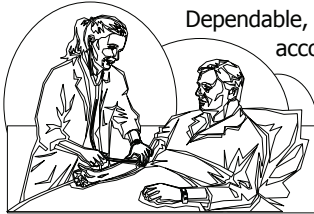
Attitude

- Patient/understanding
- Honest/trustworthy
- Conscientious/always tries to do the best
- Enthusiastic/enjoys job
- Courteous, considerate and respectful and...



Cheerful

Attitude



Dependable, responsible,
accountable,
tolerant,
self-aware,
and...

Cares – really, really cares

*Strive to be the **best** nurse aide you
can be because the residents of North
Carolina are depending on you*



As a Nurse Aide...

- Understand requirements and maintain current listing on Nurse Aide I Registry
- Know what legally allowed to do
- Have concern for others and make lives happier and easier
- Look good

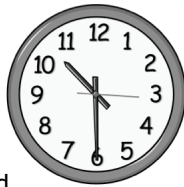


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As a Nurse Aide...

- Show up for work
- Use sick time for sick time
- Honest day's work for an honest day's pay
- Show respect to boss
- Perform tasks delegated



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As a Nurse Aide...

- Be gentle and kind
- Put self in other person's shoes
- Be pleasant
- Respect others and their possessions
- Always try to do your best
- Do not be afraid to ask



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To be a Nurse Aide – Nurse Aide's Role

- Treat others with dignity
- Be a team player
- Be careful and alert
- Be eager and excited going to work and...

Do not gossip



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To be a Nurse Aide – Nurse Aide's Role

- Never lie, cheat, or steal
- Always seek the good in others
- Remain loyal to facility and employer
- Praise others and...

I can't believe she said that!!!



Do not cuss or tell off-color jokes

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If you are not sure what you are about to do is right, don't do it.....it's your conscience talking.



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Definition of a Team



A group of people, with a common purpose, assigned tasks, and coordinated effort to get a job done

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Team Members

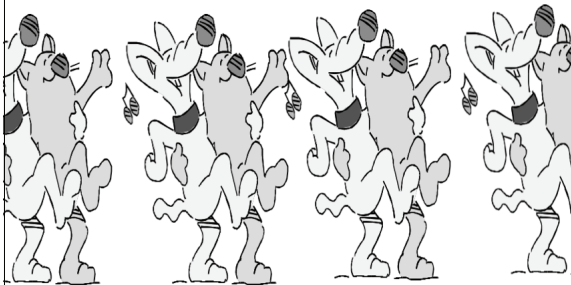


- **Work together and function as a whole**
- **Communicate**
- **Coordinate and share**
- **Receive team assignments to know what to do, what is expected and how to plan**

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Qualities of an Effective Team



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Qualities of an Ineffective Team



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With a Strong Group Commitment, Members.....

- Feel strong sense of belonging
- Enjoy being with each other
- Ask each other for advice
- Seek and provide support in times of difficulty



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With a Strong Group Commitment, Members.....

- Value each other and contribution
- Are motivated and want to do a good job
- Share good feelings openly
- Feel the goals of the group are important and achievable



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GO TEAM WORKSHEET



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The End

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