



YUCAIPA VALLEY
PEDIATRIC LIVING, INC.

Certified Nursing Assistant (CNA) Job Description

Position Title:	Certified Nursing Assistant (CNA)
Department:	Nursing Services
Reports To:	Licensed Nurse (RN/LVN) and/or Administrator, as designated by the facility
Classification:	Full-Time / Part-Time / Per Diem, Non-Exempt

Position Summary

The Certified Nursing Assistant (CNA) provides direct resident care and supportive services to medically fragile pediatric residents within a pediatric Congregate Living Health Facility (CLHF). The CNA supports activities of daily living, mobility, restorative care, developmentally appropriate activities, comfort, and social engagement while promoting a safe, nurturing, family-centered, and home-like environment.

The CNA works under the supervision and direction of licensed nursing personnel and provides assigned care in accordance with the resident's plan of care, facility policies and procedures, demonstrated competency, and the CNA's authorized scope of practice. The CNA observes residents and promptly reports changes in condition to the supervising licensed nurse.

Essential Duties and Responsibilities

- Assist residents with activities of daily living (ADLs), including bathing, dressing, grooming, oral hygiene, toileting, continence care, and feeding assistance.
- Assist with mobility, transfers, positioning, wheelchair use, range-of-motion activities, and other restorative or supportive care as assigned.
- Obtain and document assigned vital signs, weights, intake/output, and other observations within CNA scope and facility policy.
- Observe residents for changes in condition, behavior, comfort, skin integrity, respiratory effort, feeding tolerance, or other concerns and promptly report findings to the supervising licensed nurse.
- Follow individualized care plans and assigned interventions as directed by licensed nursing staff.
- Assist with meals, hydration, snacks, and feeding support in accordance with resident-specific instructions and aspiration precautions.
- Encourage age-appropriate play, social interaction, learning opportunities, developmental activities, and participation in daily routines.
- Assist with restorative care activities and developmentally appropriate support programs as assigned.
- Assist with transportation, appointments, outings, and recreational activities in accordance with facility policy and resident needs.
- Maintain resident rooms, adaptive equipment, wheelchairs, and care areas in a clean, safe, organized, and home-like condition.
- Follow infection prevention and control practices, standard precautions, hand hygiene, isolation precautions when applicable, and proper use of personal protective equipment (PPE).
- Maintain accurate and timely documentation and protect resident privacy and confidentiality, including compliance with HIPAA and facility confidentiality policies.
- Protect resident rights, dignity, privacy, and safety; immediately report suspected abuse, neglect, exploitation, unusual occurrences, or safety concerns in accordance with mandated reporting requirements and facility policy.
- Participate in emergency preparedness activities and respond appropriately during emergencies within training and scope of practice.
- Attend required orientation, in-service education, competency validation, and staff meetings as assigned.
- Perform only duties within CNA scope of practice, demonstrated competency, and under appropriate supervision. The CNA does not independently perform nursing assessment, establish or modify plans of care, administer medications, or perform procedures requiring a nursing license.
- Comply with facility policies and procedures, applicable California requirements, and other state and federal requirements governing resident care.
- Perform additional related duties within scope of practice as assigned.

Minimum Qualifications

- Current California Certified Nursing Assistant (CNA) certification in good standing and maintained throughout employment.
- Current Basic Life Support (BLS) certification required and maintained throughout employment.
- Pediatric experience preferred.

- Experience working with medically fragile, technology-dependent, or developmentally disabled individuals preferred.
- Ability to successfully complete required background clearance, health screening, and tuberculosis (TB) clearance requirements.
- Successful completion of facility orientation, required training, and applicable competency validation before assignment to resident care.

Knowledge, Skills, and Abilities

- Knowledge of basic resident care principles and infection prevention practices.
- Ability to provide compassionate, family-centered, and developmentally appropriate pediatric care.
- Ability to recognize and promptly report changes in resident condition.
- Ability to follow care plans, written procedures, and directions from licensed nursing personnel.
- Strong communication, teamwork, organization, and time-management skills.
- Ability to maintain professional boundaries, confidentiality, and resident dignity.
- Ability to respond appropriately and promptly during emergency situations.

Physical Requirements

- Ability to stand, walk, bend, stoop, kneel, reach, push, and pull throughout the shift.
- Ability to safely lift, reposition, transfer, and assist pediatric residents with varying levels of mobility.
- Ability to utilize proper body mechanics during resident care activities.
- Ability to lift and carry up to 25 pounds independently and assist with greater weights using mechanical lifts, transfer equipment, and/or team lifting techniques.
- Ability to safely operate wheelchairs, adaptive equipment, transfer devices, and mechanical lifts after appropriate training.
- Ability to perform repetitive motions and fine motor tasks and to respond quickly during emergencies.
- Ability to wear required PPE.

Work Environment

This position functions within a pediatric Congregate Living Health Facility serving medically fragile children with varying levels of mobility and medical complexity. Employees may be exposed to bodily fluids, infectious diseases, medical equipment, alarms, and emotionally stressful situations.

Pre-Employment and Orientation Requirement

Employment and assignment to resident care are contingent upon completion of applicable pre-employment requirements, verification of current CNA certification, required health screening and background clearance, facility orientation, required training, and applicable competency validation.

Regulatory Compliance

Perform assigned duties in accordance with facility policies and procedures, applicable California Title 22 requirements, resident rights, infection-prevention and safety standards, and other applicable state and federal laws and regulations.

Clinical and direct-care duties must be performed within the employee's authorized scope of practice or certification, training, demonstrated competency, and required level of supervision under applicable law and facility policy.