

Job Description

Caregiver Coach / Registered Nurse (RN) for Home Care

Location: Indiana (statewide)

Position Summary: The Caregiver Coach or RN for Home Care plays a crucial role in supporting lay caregivers who provide care to individuals with chronic medical conditions and behavioral health needs. This position focuses on equipping caregivers with essential skills to manage patients' health conditions effectively.

Responsibilities:

1. Structured Caregiver Assessment:

- Conduct a thorough assessment of the caregiver's abilities, needs, and challenges.
- Identify any health and safety risks related to caregiving.

2. Intervention and Support:

- Devise personalized interventions to ensure the health and safety of both the caregiver and the patient.
- Collaborate with care managers and participants to develop emergency and crisis plans.

3. Education and Training:

- Provide training and education to caregivers on best practices for managing medical conditions and behavioral health issues.
- Address caregiver needs related to patient support and care.

4. Documentation:

- Document all billable activities, including assessments, service planning, caregiver engagement, and collaboration with case managers.
- Maintain accurate records of services provided.

5. Collaboration:

- Work closely with other healthcare professionals, agencies, and community resources.
- Support caregivers in their roles while ensuring patient well-being.

Qualifications:

- **Registered Nurse (RN) License in Indiana**
- Experience in home care, caregiving, or behavioral health
- Strong communication and interpersonal skills
- Empathy and understanding of caregiver challenges
- Ability to work independently and as part of a team

Unallowable Activities for Home and Community-Based Assistance

1. Medical Procedures:

- Administering medications (injections, IVs, etc.).
- Performing any invasive procedures (e.g., catheterization, wound care requiring sterile technique).
- Providing physical therapy or other specialized therapies without proper certification.

2. Clinical Judgement:

- Making clinical decisions or diagnoses.
- Changing prescribed medical treatments or care plans.

3. High-Level Household Maintenance:

- Performing heavy-duty cleaning tasks such as carpet cleaning or exterior window washing.
- Undertaking major home repairs or yard work that requires specialized skills or equipment.

4. Financial Transactions:

- Handling or managing the client's finances, including paying bills or accessing bank accounts.
- Making significant purchases on behalf of the client without authorization.

5. **Personal Relationships:**

- Engaging in personal relationships with clients that could lead to conflicts of interest.
- Accepting gifts or money from clients beyond a nominal value as per agency policy.

6. **Driving:**

- Driving the client's vehicle without proper authorization and insurance coverage.
- Providing transportation services that are not covered under the agency's policy.

7. **Unsupervised Activities:**

- Leaving the client unattended if they require supervision.
- Allowing unauthorized individuals to provide care or assistance.

8. **Non-Essential Services:**

- Providing services or activities that are not directly related to the client's care plan.
- Engaging in activities that fall outside the scope of the HCBA provider's training and certification.

Allowable Activities for Home and Community-Based Assistance

1. **Personal Care**

- Assisting with bathing, grooming, and personal hygiene
- Providing support with dressing and undressing
- Assisting with toileting and incontinence care
- Helping with mobility and transfers (e.g., from bed to wheelchair)

2. **Health-Related Tasks**

- Assisting with medication reminders.

3. **Household Management**

- Performing light housekeeping tasks (e.g., sweeping, vacuuming, dusting)

- Preparing and serving meals according to dietary needs and preferences
- Assisting with laundry and changing bed linens
- Washing dishes and maintaining a clean kitchen environment

4. Companionship and Social Interaction

- Providing companionship and engaging in meaningful conversations
- Assisting with hobbies, recreational activities, and social events
- Encouraging and facilitating participation in community activities

5. Transportation Assistance

- Providing transportation to medical appointments, grocery stores, and other errands
- Accompanying clients on outings and community events

6. Safety and Supervision

- Ensuring a safe living environment by identifying and addressing hazards
- Supervising clients to prevent falls and injuries

7. Support with Daily Living Activities

- Helping with meal planning and grocery shopping
- Supporting clients in organizing and maintaining their living space

8. Documentation and Reporting

- Keeping accurate records of care and services provided
- Reporting any changes in the client's condition or circumstances to the supervisor
- Documenting incidents, unusual occurrences, and client progress

The manager will review the job description at least annually and revise it as needed.