

UW HEALTH JOB DESCRIPTION

Age Friendly Associate

Job Code: 510054	FLSA Status: Non-Exempt	Mgt. Approval: A. Hanson	Date: June 2022
Department : Various		HR Approval: K. Fleming	Date: June 2022

JOB SUMMARY

The primary responsibilities of the Age Friendly Associate (AFA) is to mobilize and provide social and cognitive stimulation for older adults with a goal to help improve care for older adult patients. The role of the AFA is limited to working on participating inpatient hospital units. The AFA will be trained and work on participating Age Friendly Initiative units and will collaborate closely with the Clinical Nurse Specialist (CNS) for Geriatrics on program goals and initiatives.

MAJOR RESPONSIBILITIES

- Promote mobility of patients using safe patient handling techniques and targeting patient-centered goals for progression of activity to decrease functional decline during hospitalization
- Provide older adult patients with patient-centered social and mental stimulation to decrease cognitive decline during hospitalization
- Engage patients living with dementia in positive, person-centered activities
- Interview family members and patients living with dementia to inform person-centered care plans
- Ensure patient's call light is in reach of patient
- Communicate patient concerns and issues to leadership or appropriate designee
- Report observations regarding patient's welfare or condition to appropriate nurses and care providers
- Other duties as assigned

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	High School Diploma
	Preferred	Some education in the health sciences field (i.e Nursing, OT, PT, RT, PA, medical, etc.)
Work Experience	Minimum	
	Preferred	Experience working with older adults
Licenses & Certifications	Minimum	
	Preferred	CNA
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Ability to treat older adult patients in a respectful, person-centered way • Empathetic listening • Ability to work independently or as part of a team with minimal supervision • Ability to ensure a high level of patient and visitor satisfaction • Effective organizational and planning abilities • Maintain a positive attitude in stressful situations • Attention to safety • Attention to accuracy • Willingness to ask questions to clarify work • Excellent prioritization skills • Ability to communicate effectively (written and oral) with diverse groups of people

AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

Infants (Birth – 11 months)	Adolescent (13 – 19 years)
Toddlers (1 – 3 years)	Young Adult (20 – 40 years)
Preschool (4 – 5 years)	Middle Adult (41 – 65 years)
School Age (6 – 12 years)	<input checked="" type="checkbox"/> Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

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PHYSICAL REQUIREMENTS				
Indicate the appropriate physical requirements of this job in the course of a shift. <i>Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.</i>				
Physical Demand Level		Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
	Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
	Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
X	Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
	Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
	Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#
List any other physical requirements or bona fide occupational qualifications:				

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.