



The Johns Hopkins Home Care Group Human Resources Policy Manual

Subject: Performance Appraisals

Policy Number

HR-101

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01/06/05

Revised

Replaces

Page 1 of 4

POLICY

All Johns Hopkins Home Care Group employees will be evaluated at periodic intervals based on his/her job description and not less than annually.

Purpose

To define the policy and procedure and guidelines of Johns Hopkins Home Care Group with respect to a common and consistent program of completing performance appraisals for all employees. To provide a consistent process, in compliance with JCAHO and HCFA standards.

Content

A performance appraisal is intended to document and maintain satisfactory performance as a part of an individual employee by:

- A. Providing a means of measuring an employee's effectiveness on the job.
- B. Identifying areas where an employee is in need of training or improving.
- C. Maintaining a high level of motivation through feedback and the setting of specific goals on the basis of this feedback.

Employees are responsible for working with their supervisors on an ongoing basis to develop and maintain a clear performance plan defining various performance expectations and their relative priority.

I. DEFINITIONS

- A. A performance appraisal is any judgement or decision that affects an employee's status in an organization regarding retention, termination, promotion, transfer, salary adjustment or admission into training programs.
- B. A performance appraisal is an assessment of the quantity, quality and value of an individual's contribution to Johns Hopkins Home Care Group based on performance of essential functions and/or responsibilities.
- C. Performance appraisals are based upon the employee's performance as it relates to his/her specific written job description.

Homecare Policies And Procedures Manual

R Sanford



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Handbook of Digital Homecare Kanagasingam Yogesan, Peter Brett, Michael Christopher Gibbons, 2009-10-01 Digital Homecare is a collection of services to deliver maintain and improve care in the home environment using the latest ICT technology and devices It is important to recognize the wide range of issues that are covered by digital homecare This book shows a good selection of related issues be it experience technologies managerial issues or standardization A very diverse audience elderly people with chronic conditions disabled to name the most important groups benefits from digital homecare within the comfort and protection of their own homes **Kentucky Administrative Regulations Service** ,1993

Handbook of Gerontological Services Abraham Monk, 1990-06-29 Social Work **Homecare Policy Manual for Certification and Accreditation** ,2008-01-28 Ensure Compliance Through Up to date Policies Wherever you turn in today s homecare environment someone is evaluating your agency s compliance through your policies Those policies must show your compliance with certification requirements For many agencies the pressures of achieving and maintaining accreditation compound this challenge Now you can ensure that your agency has all the important policies properly written to meet compliance and accreditation requirements Using the guidance that comes with this manual and its companion CD you can easily customize these policies to meet your needs Highlighted text shows you guidelines that may need to be modified The resulting policy manual will be tailored to meet your agency s exact requirements Whether you are starting a new agency or remaking your current policies Beacon Health s Policy Manual will make it far easier and more cost effective than any other approach This manual includes Policies that cover administration operations service delivery and personnel issues References to wording in the Conditions of Participation Guidance to help you meet state laws and address specific situations within your agency A G tag index for quick identification of policies supporting compliance with the Conditions of Participation The Homecare Policy Manual for Certification and Accreditation also comes with Guidelines to help you produce your custom manual A PC compatible CD ROM formatted in Microsoft Word that provides your agency with unlimited flexibility to add or change procedures practices and other supportive materials applicable to your agency [How To Structure Your Home Care Agency](#) Robin Kilby ,2021-12-16 Have you ever daydreamed about starting a non medical homecare agency Or have you begun the journey and have questions about the next steps in your journey This E book was specially designed for entrepreneurs homecare agency owners and aspiring homecare owners in mind What will you gain from this E book A wealth of information tips and resources that will be a guide in achieving your goals no matter where you are in your Homecare Building journey Starting a business can be challenging and rewarding all at the same time but this E book will point you in the right direction What You Will Learn Setting up your business structure and EIN Resources for Business Plan Templates Resources for Branding your Business Getting Registered with the Secretary of State Obtaining your business license What is needed to open a business bank account Resource available for trademarking your business

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Handbook of Modern Hospital Safety William Charney, 1999-03-12 As the need for attentive health care becomes more important than ever on the job risks to physicians nurses and related professionals have continued to relentlessly increase Ever changing technology new and unforeseen hazards the dramatic shift to managed care and a lack of skilled workers have only heightened the difficulties of maintaining safe environments for caregivers and patients alike For guidance on health care worker protection safety specialists have found definitive advice and guidance in William Charney's Essentials of Modern Hospital Safety Volumes I to III introduced by Lewis Publishers during the early 1990s Charney now offers all the important details of that three volume series combined with an additional volume's worth of information in a convenient single volume Handbook of Modern Hospital Safety It's a tragic irony the industry dedicated to healing and recovery has now become the second highest compensable injury sector even more hazardous than manufacturing Make sure your health care professionals have the skills tools and awareness to protect themselves and in turn their patients with the Handbook of Modern Hospital Safety

A Manual of Policies and Procedures for Home Health Care South Carolina. Bureau of Home Health Services, 1984

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2004

Administrative Register of Kentucky, 2005

Infection Control in Home Care Emily Rhinehart, Mary M. Friedman, 1999 Provides information to home care and hospice organizations for the prevention control and surveillance of infection Thirteen chapters cover topics including infection control as a health care discipline the infectious disease process patient care practices infection control in home infusion

Home Care Nursing Practice Robyn Rice, 2006-01-01 This text covers conceptual information leadership skills and current issues and trends It provides clear and concise information about the best practices and quality improvement for the most common clinical conditions seen in home care Cover

Orientation to Home Care Nursing Carolyn J. Humphrey, Paula Milone-Nuzzo, 1996 Intended for both financial and nonfinancial managers this text covers six primary areas the author deems necessary for managers to incorporate into their decision making processes financial reporting prospective and retrospective payment systems cost accounting management accounting financial management and strategic management The author a business and finance consultant stresses the importance of teamwork in working toward an outcome management system that honors clients and coworkers promotes innovation and balances clinical and financial organizational requirements Annotation c by Book News Inc Portland Or

Psychiatric Home Care Anita Ward Finkelman, 1997 Pharmacology

Healthcare Beauticians Training Manual Patricia Pingitore, 2022-12-01 Welcome to this indispensable resource guide professionally recommended as a mandatory supplement to proper Healthcare Beautician training Not only is this book an essential tool for success but it also

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passenger driving On the other hand the vulnerabilities that professional drivers experience remain hidden Drawing on interviews with drivers labor organizers and members of licensing commissions as well as case law and other published resources Hua and Ray argue that working for ride hail companies like Uber and Lyft shares similarities with driving for taxi companies in the impact on driver lives Lyft and Uber sell the idea of industry disruption but in fact they entrench long standing modes of extracting the reproductive labor of their drivers for the benefit of consumer lives Reproductive labor conventionally understood as feminized labor is extracted but masked behind the masculinized racialized bodies of drivers Professional driving is thus best understood alongside domestic and other gendered service work as reproductive labors devalued and often demonetized to benefit the national economy Spent behind the Wheel is a must for readers interested in critical studies of technological change and the gig economy showing how drivers capacities are drained for the benefit of riders corporations and the maintenance of the racial state Home Care I. V. Therapy Cora Spencer, Debrah D. Wonder, Marie Acree, Hospital Home Health Care Agency of California, 1996 This new and revised version of the successful manual Home Care IV Therapy provides a practical comprehensive reference on safe and effective home IV therapy it offers all the information needed to operate and administer a quality home IV therapy program with step by step instructions for performing procedures criteria for certification and recertification recommended agency policies and protocols staff education material sample worksheets and illustrated patient education manuals The manual also includes discussions of medications approved for IV administration and a chemotherapy drug manual all in a convenient looseleaf format it also features directions For The care and maintenance of the many new types of catheters that have come on the market in recent years The manual is a complete and comprehensive infusion manual Hospice Education Program for Nurses: Participant manual ,1981

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