



SOCIAL WORKER

JOB POSTING

Position Title:	Social Worker	Employee Group:	Permanent Full-time
Department:	Tenant Nursing Office	Classification:	SW
Posting #:	TNO SW PERM FT 2023-10	Hourly Rate:	TBD
Application Deadline:	Until Filled	Hours/Week:	37.5 hours per pay
Application Details:	Please submit a resume with cover letter		
Start Date:	TBD	Hours:	0800 h to 1600 h

Organization Background:

Holland Christian Homes Inc., is a dynamic, innovative organization that provides a full continuum of care to seniors in a Christian atmosphere. It consists of two long term care homes and 6 assisted living/independent living apartment towers located in Brampton.

We believe that individuals requiring our services have the right to a lifestyle that adequately meets their physical, psychological, social, cultural and spiritual needs. These services are provided by fully qualified professional staff who delivers care using a holistic approach to provide quality care and quality of life to individuals.

Position Summary:

This position will support the Director of Tenant Nursing to plan, organize, implement and evaluate all aspects of the Social Work program in the Tenant Nursing Office. Responsibilities include providing crisis intervention, and individual and family counselling, referring tenants to appropriate community resources, intervene in situations of suspected neglect or abuse. The social worker will work collaboratively with all disciplines of the Health Care team and community partners including, the Home and Community Care Support Services (HCCSS), hospital discharge planners and the Alzheimer Society along with Admissions and the Resident Advocates in Faith Manor and Grace Manor to coordinate transfer of care when tenant moves to Long Term Care. They will also assess need for alternate programming in a group setting to assist Tenants and/or caregivers to deal with advancing dementia i.e. respite care or day program and support tenants with mental health and ensure upkeep with maintaining their apartments and their wellbeing.

Specific responsibilities include:

- Demonstrates a commitment of the philosophy and objectives of the facility
- Responds appropriately and quickly to crisis situations and behavioural concerns if needed
- Follows up on Social Work referrals from physician staff, tenants and families by providing a Social Work assessment, implementing a plan of care and documenting appropriately in the tenant's file
- Provides referrals to other community services/resources as needed. Follow up on the success of referral with tenants
- Administers the Mini Mental State Examination (MMSE), the Montreal Cognitive Assessment (MOCA), the Geriatric Depression Scale (GDS) and any other assessment tools that may be appropriate for assisting in assessing need and determining diagnosis
- Provides support to tenants and families while in transition from the Towers to Long Term Care
- According to need, organizes and facilitates support groups for tenants and/or families
- Provides caregiver support, counselling and education
- Provides education and assistance in completing paperwork for Power of Attorney (POA), contacts the office of Public Guardian and Trustee when a tenant needs an advocate for administration of financial and personal care decision making, in situations of incapacity where POA or Substitute Decision Maker (SDM) is not present
- Advises TNO staff of any changes in the tenants' physical, emotional or mental wellbeing
- Participates in the development and implementation of policies and procedures for the Tenant Nursing Department as it pertains to Social Work
- Maintains open communication with tenants, families, facility staff, medical staff and community agencies
- Resource for legal and/or financial concerns
- Participates in Continuing Education by attending in-services, seminars, conferences and workshops
- Attends and actively participates in staff meetings



- Promotes a safe workplace through hazard reporting, adherence to safe work practices, and participation in safety training
- Maintains an accurate record of service provision for statistical purposes on a quarterly reporting basis
- Performs other duties and responsibilities as assigned by the direct supervisor
- Makes effective referrals to mental health resources when needed
- Facilitates virtual psychiatry consultation for tenants where appropriate
- Works collaboratively with the pastoral team to meet tenants spiritual and end of life/palliative care needs
- Works on-call 1 weekend per month or as needed to support team

Qualifications:

- Masters of Social Work with specialization in gerontology, mental health and palliative care asset
- Must be registered and in good standing with the Ontario College of Social Work (OCSWSSW)
- Experience working with seniors
- GPA trained
- Excellent assessment, interviewing, problem-solving and decision-making skills
- Familiarity with Geriatric Depression Scale, Cognitive testing tools and short-term therapy techniques
- Familiarity with relevant legislation, community resources and services for seniors
- Knowledge of Mental Health issues and Geriatric resources
- Confident and experienced in facilitating support groups
- Exceptional interpersonal and customer service skills
- Demonstrated success in communicating with all levels of the organization that includes communicate effectively with staff, residents, families/visitors delivery/service personnel and the general public
- Good judgment skills and the ability to handle and maintain confidential information
- Ability to focus multi-task and prioritize workload
- Ability to work independently as well as function as part of a multi-disciplinary team
- Ability to be proactive and take initiative where required
- Detail-oriented and professional
- Ability to work under conditions of frequent interruption, being undisturbed by the complexities and variety of minute details
- Competence in computer applications including Microsoft Office and Outlook
- Demonstrated ability to observe boundaries, engage in appropriate emotional regulation, refrain from dual relationships with tenants, maintain confidentiality, and engage in reasonable self-care strategies designed to reduce stress by balancing work/life responsibilities
- Ability to read, write, and speak English
- Ability to understand and/or speak the Dutch language an asset
- Clear 2 step TB test and COVID 19 Vaccination proof unless medically exempt
- A satisfactory and current Vulnerable Sector Screening

Interested and qualified applicants should forward a Resume and Cover Letter prior to the posting deadline to: jobs@hch.ca

Holland Christian Homes welcomes diversity in the workplace and encourages applications from all qualified individuals.

Holland Christian Homes is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation for disability during any stage of the recruitment process, please indicate this in your cover letter.

Applicants agree that by providing personal information in response to this posting, and otherwise in any recruitment process with the Company, such personal information may be retained and used by HCH for a period of one (1) year from the date of this application, for the purpose of consideration for employment opportunities which may arise during that time period, unless an Applicant notifies the Company to the contrary."

We thank all applicants for their interest in this position, however, only those individuals selected for an interview will be contacted. No phone calls please.

Disclaimer:

In keeping with Long Term Care reform, best practices, funding and direction this position may later require knowledge, skills, abilities and working conditions not noted here.