



PERSONAL SUPPORT WORKER - CASUAL

JOB POSTING

Position Title:	Personal Support Worker	Employee Group:	Casual
Department:	FM or GM	Classification:	PSW Union
Posting #:	CAS PSW 2024-01	Hourly Rate:	As per Collective Agreement
Application Deadline:	Ongoing	Hours/Week:	Varies
Application Details:	Submit Resume and Internal	Hours:	Varies
Start Date:	Application Form jobs@hch.ca ASAP		

Organization Background:

Holland Christian Homes Inc., is a dynamic, innovative organization that provides a full continuum of care to individuals 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, emotional, social, cultural and spiritual needs. These services are provided by fully qualified professional staff who respects and carries out the values associated with a person-centred approach which include rights, dignity, identity, individuality, respect, privacy, choice and independence.

The Personal Support Worker will provide direct nursing care to residents under the direction and supervision of the registered staff member, including procedures and treatments for which special instruction has been given.

Specific responsibilities include:

- Demonstrates a commitment to the philosophy and objectives of the facility and Nursing Department.
- Respects and carries out the values associated with a person-centered approach which include rights, dignity, identity, individuality, respect, privacy, choice and independence
- Provides supportive opportunities of conversation and social engagement to help people live their life and experience well-being
- Responds quickly to all emergency calls from tenants.
- Responds appropriately to the level of emergency, including the administration of first aid, contacting the RPN on duty and following through on instructions.
- Understands and is fully knowledgeable in the procedures to follow in the event of an emergency such as fire.
- Provides care to tenants on the Assisted Living Program as per care plans.
- Provides care and services to tenants on the Fee for Service Program, including light housekeeping.
- Provides short-term care such as assisting with bathing, providing light nourishments, do security checks, assist with medications.
- Documents pertinent information in the Daily Journal, AL Service Records and reports concerns to the RPN.
- Uses physical facilities, supplies and equipment effectively and economically.
- Participates in the development and implementation of policies and procedures for the Nursing Department.
- Participates in the Continuing Quality Improvements Program as directed by the DOTC.
- Participates in continuing education by attending annual training, in-service meetings, seminars, conferences and workshops.



- Attends and actively participates in staff meetings.
- Maintains open communication with tenants, families, staff, medical staff, volunteers and visitors.
- The above-mentioned duties are representatively but are not to be construed as all-inclusive.
- Promote a safe workplace through hazard reporting, adherence to safe work practices, and participation in safety training.
- Performs other duties and responsibilities as assigned by the direct supervisor

Qualifications:

- Personal Support Worker certificate
- Experience in Home Care
- Committed to providing care and work with a person-centered approach
- Experience in providing physical, social and emotional needs that are in tune with people's changing needs
- Ability to interact with seniors in a way that it can be understood and communicate in a way that meets every individual's needs and preferences including those that are cognitively challenged
- Evidence of good physical and mental health.
- Ability to lift weights > 25 kg.
- Ability to walk at a steady pace for distances > 500 ft.
- Ability to climb stairs.
- Experience in geriatric, rehabilitation or long-term care nursing desirable.
- Evidence of integrity, responsibility, initiative and good communication skills.
- Ability to work in Windows, access files and enter data in Microsoft Word, Excel and Access is an asset.
- Emergency First Aid and CPR Training is an asset
- GPA Training is an asset
- Food Handler's Training is an asset
- Ability to demonstrate diplomacy and professionalism when working with families and other professionals.
- 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.
- Excellent problem solving, conflict resolution, and decision making skills.
- Good judgment skills and the ability to handle and maintain confidential information
- Ability to 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.
- Ability to focus on assigned tasks
- Detail-oriented and professional
- Ability to effectively handle multiple tasks simultaneously
- 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 residents, 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.
- A satisfactory and current Vulnerable Sector Screening.
- Evidence of a negative 2 step TB Test, full COVID-19 vaccination and up to date immunizations including Flu Shot (unless medically exempt)



Must be available to work all areas of Faith Manor or Grace Manor as per the direction of the Director of Resident Care

Interested and qualified applicants should forward a Resume and Cover Letter (as ONE document in PDF format) to: Human Resources e-mail: 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.