



PERSONAL SUPPORT SERVICE WORKER

JOB POSTING

Position Title:	PSSW- Bath Line	Employee Group:	Permanent Part-Time
Department:	Towers Nursing	Classification:	PSSW
Posting #:	TNO PSSW PERM PT 2026-06	Hourly Rate:	As per Collective Agreement
Application Deadline:	Until the position is filled	Hours/Week:	47 hours (biweekly)
Application Details:	Please submit your Resume and Cover Letter to HR jobs@hch.ca		
Start Date:	ASAP	Hours:	Mon/Wed/Thu 07:30h to 12:00h Tues/Fri 07:00h to 12:00h

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.

This is a replacement position

For the Personal Support Service Worker position, your proof of registration with Health and Supportive Care Providers Oversight Authority (HSCPOA) is required.

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
- Assist with dressing, undressing or shower as per tenant's care plan and on routine.
- Respond to medical emergencies with nurse when tenants activate call bells from their apartments.
- Observe and report changes in the tenant's condition to the registered staff member.
- Respond appropriately to the level of emergency, including the administration of First aid/CPR, 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.
- Provide scheduled showers to Assisted Living tenants in their apartments, following individualized care plans and established routines to ensure comfort and safety.
- Carry a portable phone and walkie-talkie during shifts and respond promptly to emergency calls from tenants, when able, in accordance with safety protocols and facility procedures.
- 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
- Participate in Quality Improvement initiatives.
- Commitment to continuing competence through quality improvement.
- Participate in developing and reporting on key performance indicators (KPIs) that support business decision making, and quality improvement plans (QIPs) that are aligned with both legislative and organizational objectives

Qualifications:

- Personal Support Worker Certificate from a Community College or equivalent amount of education and experience.
- Experience in Community health care setting desirable.
- 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, walk at a steady pace for distances >500 feet and to climb stairs.
- Ability to read, write and speak English fluently; ability to understand and/or speak Dutch language an asset
- 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.
- Basic computer skills required.
- 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.
- A satisfactory and current Vulnerable Sector Screening.



- Evidence of a negative 2 step TB Test and up to date immunizations including Flu Shot (unless medically exempt)

Kindly be advised that our recruitment process does not involve the use of Artificial Intelligence.

Interested and qualified applicants should forward a resume and cover letter in Word or PDF format (as ONE document), indicating the Posting Number to Human Resources at jobs@hch.ca

The Job Description will adhere to all applicable laws and regulations.

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 inform Human Resources.

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.