



Home Support Worker (Part-time/Casual)

Job Description

JOB TITLE Personal Support Worker/PA+2

PURPOSE OF JOB

To provide in home health care to Nightingale Nursing Registry (NNR) clients consisting of personal care functions performed in the Unregulated Care Provider framework. To assist and support clients with attaining / maintaining an optimum level of health, comfort and dignity with activities of daily living and if possible return to self care through the promotion of independent living. To maintain client well being through caregiver relief.

RESPONSIBILITIES AND DUTIES

- To accept and maintain client's schedule service days as directed by office.
- To provide personal care to clients in the community setting.
- To be available for client assignment every other weekends.
- Promote excellence in delivery of care with a strong customer service focus and in accordance with Nightingale's mission and values.
- Responsible for understanding and respecting the rights of clients, individual rights and cultural values which impact on a client's perception of health.
- Assist clients with hygiene, grooming and dressing.
- Provide clients assistance in toileting and elimination
- Assist clients with ambulation, mobilization, and transfers using effective body mechanics and promoting clients independence.
- Provides social and emotional support by developing a supportive relationship with the client that encourages independence and self care while being respectful of client's rights, dignity and privacy.
- Implements care plan previously determined by client (or designate), NNR or health care professional(s)
- Provide nutritional care by supporting and assisting the client with shopping, meal planning, food selection, and meal preparation taking into consideration Canada's Food Guide, client's budget, culture, religion and client preferences.

- Provide clients with total or partial feeding assistance at level determined in care plan (special devices for feeding will require training and monitoring).
- Provide household management assistance through, light housekeeping, laundry, cooking, food service, and other related duties

CLIENT SAFETY

- Assist the cognitively impaired client by adapting the client's environment to support comfort, safety and function, communicating with client to best meet their needs, and encourage client participation in tasks.
- Assist in the care process by observing and reporting changes in the clients' physical and emotional condition to supervisor or initiate emergency intervention as required (911)
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- Assist in the care process by observing and reporting changes in the clients' physical and emotional condition to supervisor or initiate emergency intervention as required (911)
- Follow the care plan as outlined by your co-ordinator. Duties may include: Personal Care, Meal Preparation, Laundry, Dishes, Shopping (groceries).
- **NO** dispensing of medications or use of medicated cream.

HEALTH & SAFETY

- Knowledge of appropriate safety measures related to infection control, equipment, contaminants, hazardous products, immediate client environment.
- Knowledge of infection control measures such as hand washing, universal precautions, and isolation.
- Knowledge of identification and reporting mechanisms for unsafe or hazardous equipment and situations.
- Knowledge of the Duties of the Worker under the Occupational Health & Safety Act
- Employee responsibility of the Return-to-work program for WSIB
- Responsible for reporting actual or perceived hazards to the office immediately
- Keep in mind and use your judgment on remaining safe in the homes of client's (no climbing on anything).
- Lift and transfer clients in a safe and comfortable way. Notify the office immediately if this is not possible to do safely.

QUALIFICATIONS

- PSW certificate, PA+2 certificate or equivalent
- Experience working with seniors and / or chronic care clients in a health care facility or home health care setting.
- Good oral and written communication – Knowledge of a second language an asset
- For those working with a specialized population, a willingness to complete a course related to the specialty.

KNOWLEDGE

Knowledge of Nightingale's mission and values.

Knowledge of Client Bill of Rights.

Knowledge of geographical area serviced by Nightingale.

Knowledge of the scope of practice of workers providing support to clients and families in the community setting.

Knowledge of the role of the Personal Support Worker or Personal Attendant Plus 2 (PA+2) and consequences of exceeding that scope.

Knowledge of the measures and principles necessary to maintain an optimum level of personal care: hygiene, grooming, dressing, bathing, household cleaning, meal preparation, nutrition, feeding, preventative skin care, toileting, ambulation, mobilization, transfers, and promotion of independence and social and emotional support

Knowledge of specific techniques necessary for dressing and undressing clients with various abilities.

ABILITIES

The ability to communicate orally and in writing.

The ability to follow direction.

The ability to work independently or with a team in a variety of work conditions and settings.

The ability to identify client situations/conditions which require intervention.

To be able to plan workload assigned in a timely manner, according to the care plan and client preferences.

Ability to function well in a changing environment.

PERSONAL SUITABILITY

The Personal Support Worker will demonstrate the following qualities:

Effective interpersonal relationships

Flexibility, Integrity, Initiative, Judgment and Adaptability