



JOB POSTING

Casual Personal Support Worker

Position Summary

As a member of an inter-disciplinary team, the Personal Support Worker (PSW) will assist clients of Bethell Hospice by providing quality, person-centered care for residents within scope of PSW practice, sensitive to Diversity, Equity and Inclusion (DEI), contributing to a collaborative and supportive team environment. This includes attending to the care needs and activities of daily living including physical, psychological, social, spiritual, practical, end of life and death management, as well as loss and grief for the residents, families and those who care for them.

The PSW will provide care in accordance with the organization's values and according to established policies and procedures.

Hours of Work

Rotating shifts as per schedule

Days, evenings, weekends

Some night shifts based on organizational need

Education/Qualifications

- A graduate from an accredited Personal Support Worker Program.
- Must hold a current CPR-C certificate.
- Fundamentals in Palliative Care or equivalent Palliative Care Certificate.

Knowledge and Experience

- Work experience in hospice palliative care preferred.
- Work experience in community health care an asset.
- Knowledgeable and committed to the philosophy of hospice palliative care.
- Committed to equity, diversity and inclusivity.

Skills/Attributes

- Demonstrated ability to effectively communicate with residents/families/team in person and in writing.
- Able to work independently and with direction in an inter-disciplinary team environment.
- Able to meet the physical demands of the role: patient care, laundry, light-housekeeping, light meal preparation.
- Able to organize, anticipate and prioritize the work required.
- Demonstrate professional accountability in working with clients, families, volunteers and co-workers.
- Proficient in using computers including MS Office (Word, Outlook, etc.) and using online documentation.
- Flexibility in scheduling to meet the needs of the organization by maintaining good attendance, clear communication, working as a team.
- knowledge and use of adaptive aids and equipment as required

Key Responsibilities

Provides client care, assistance and support in activities of daily living as needed by:

- Providing quality, person-centered care for residents
- Personal grooming and hygiene
- Positioning and transferring
- Feeding
- Toileting, emptying and change leg and catheter bags
- Bowel routine
- Exercises as defined by care plan
- Application of topical creams and ointments per instructions
- Light housekeeping
- Meal preparation and tidying kitchen
- Laundry
- Terminal cleaning in conjunction with Housekeeping
- Attending medical rounds
- Facilitating in leading daily house rounds (Launchpad)
- Supporting the client in relation to all the domains of issues relating to the resident care.
- Keeping informed of client's service needs by reviewing care plans, monitoring notes, medication charts and team meeting minutes
- Maintaining communication with care team and report any concerns regarding service delivery, client care and safety issues
- Observing and report any changes in the client's condition to the appropriate team member(s) assist clients in any emergency situation
- Recording all information pertaining to shift activity as per hospice procedures
- Working in collaboration with family, clients, volunteers and team members
- Participating in team meetings, training activities and orientation of new employees and volunteers, review program manuals and contribute to the development of new resources as required
- following health and safety procedures at all times (e.g. Moving bed, positioning resident, IPAC, lifting, etc.) And comes up with ideas for improvement
- May perform other tasks as delegated in accordance with the College of Nurses delegation standard

Leadership/Decision Making Requirements

- Contributes to the assessment, progress, goal setting and care planning for all residents.

Physical Requirements

- Able to stand, bend, squat, kneel and reach
- Freely able to lift 23 kilograms
- Able to assist clients with standing, walking, sitting and positioning in bed
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Method of Application

Please email your resume to hr@bethellhospice.org by January 14, 2025 if you are interested in being considered for this position.

Bethell Hospice offers reasonable accommodation for applicants with disabilities in its recruitment processes, in accordance with AODA (Accessibility for Ontarians with Disabilities Act) and the Ontario Human Rights Code. Please advise if you require accommodation.

Bethell welcomes applications from all qualified candidates, including but not limited to persons with disabilities, visible minorities (racialized), aboriginal (Indigenous) persons and persons of any gender identity and sexual orientation.