



Employment Type: Permanent - Full Time

Reference Code: 12-EXT-03-267

Location: County of Simcoe - County of Simcoe

Closing Date: 02/06/2012

Position Title - Community Support Worker - Behavioural Support System Project

Position Summary

The Community Support Worker, Mobile Support Team, provides expertise and assistance with personal care and assistance with activities of daily living for residents of long term care homes with behavioural challenges. Working with MST Registered Nurses and Registered Practical Nurses, the CSW will enhance the quality of life for residents with responsive behaviours in their own homes (LTC Homes). The CSW is part of a team that provides crisis-intervention services to individual residents, transitional management between health care providers and ongoing training for residents, families and clinicians. The CSW's work is conducted in a manner that is consistent with the Mission, Vision and Values of Georgian Manor and the County of Simcoe.

Duties and Responsibilities

1. Assists the RPN in the development of a care plan that includes a restorative care approach in all ADLs.
2. Follows standard infection control practices and enhanced precautions as instructed.
3. Uses the agreed upon strategies to address responsive behaviours and reports promptly to the RN or RPN when responsive behaviours are escalating in order to prevent crisis situations.
4. Acts as coach and mentor to Home staff with the implementation of care plan.
5. Is familiar with the emergency response plans for the Home including Code White and Code Red
6. Takes direction from RN or RPN regarding priority setting.
7. Offers suggestions to the development of resident care plan with special emphasis on strategies to manage responsive behaviours.
8. Participates in multi-disciplinary conferences, resident care conferences, and staff development conferences.
9. Shares responsibilities for resident care by working together with other staff members.
10. Meets the needs of resident by communication and observation.
11. Reports any changes in conditions or abilities as well as any observations to the Registered Staff as per the Health Service Provider protocols in order to identify at risk residents.
12. Documents as per standards (ie recordings of Direct Observational System).
13. Works in compliance with the Health and Safety Act and the Long Term Care Homes Act and their regulations in performing duties in a safe manner and follows all health and safety policies, procedures and legislation.
14. Maintain confidentiality in accordance with the Municipal Freedom of Information and Protection of Privacy Act.



Position Requirements

1. Certification as a Personal Support Worker as per the requirements of the Long Term Care Homes Act and Regulations.
2. Prefer one year experience with geriatric clients, in Long Term Care Homes.
3. Experience with quality improvement processes an asset.
4. Ability to work effectively with others in an inter-professional care team.
5. Criminal Records Check and Vulnerable Sector Screening.
6. Familiarity with the Long Term Care Homes Act and Regulations
7. Knowledge of GPA, P.I.E.C.E.S., U-First! Or willingness to receive such training
8. Ability to adapt positively and productively to changes in work environment
9. Sound understanding of and commitment to the principles of the Behavioural Supports Ontario Project and the services re-design plan of the NSM LHIN
10. Person and care giver focused care
11. Ability to implement best practice in dementia, delirium, mental health issues and their effect on persons, families and caregivers, based on scope of practice.
12. Ability to collaborate effectively with other members of inter-professional care teams, residents, family members and community team members.
13. Effectiveness as a team member through collaboration, respect and effective communication
14. Commitment to quality improvement and change initiatives.
15. Ability to adapt positively and productively to changes in work environment and ability to be able to effectively deal with compassion fatigue
16. Ability to organize and prioritize work effectively, manage a full work-load and meet deadlines in a busy environment
17. Ability to follow written and verbal instructions
18. Client-centered focus and commitment to the Mission, Vision, Values and Goals of Georgian Manor and the County of Simcoe.
19. Professional work ethic and behaviours in interaction with internal and external contacts
20. Strong customer service skills
21. Ability to coach and mentor team members
22. Ability to take advantage of teachable moments during the provision of care
23. Commitment to the establishment of therapeutic relationships with residents and their families.
24. Effectiveness working with minimal supervision with proven reliability and trustworthiness
25. Good physical condition to meet the physical demands of the position.
26. Valid driver's license and access to reliable vehicle

Physical Effort and Working Conditions



EFFORT

1. Physical effort required when carrying out, and demonstrating care plans with residents, and coaching staff at the homes.

WORKING CONDITIONS

1. Work schedule to be determined; ability to work days, evenings, nights and weekends required.
2. Frequent walking, standing
3. Frequent contact with clients exhibiting responsive behaviours
4. Potential exposure to hazards typically found in health-care environments
5. Frequent driving to work locations using own vehicle

To apply for this opportunity, please visit our [Careers page at www.simcoe.ca](http://www.simcoe.ca)

The County of Simcoe thanks all applicants for their interest in this opportunity, but please note that only those candidates selected for an interview will be contacted. No telephone calls please.

Personal information provided is collected under the authority of the Municipal Act (2001) and will be used to determine eligibility for employment.

The Corporation of the County of Simcoe is an Equal Opportunity Employer, and will provide employment accommodation upon request.