

The Royal Ottawa Health Care Group

Employment Opportunity ROM20-225

Notice of union position vacant – C.U.P.E. 942

Applicants who are not in the bargaining unit will only be considered after bargaining unit applicants

<u>Date Posted:</u>	August 20th, 2020
<u>Position:</u>	Personal Care Attendant Regular Full Time (1.00 FTE) Days/Evenings
<u>Program:</u>	Long Term Care/Geriatric Inpatient Unit
<u>Location:</u>	Royal Ottawa Mental Health Centre

The Royal is currently hiring for our Personal Care Attendant float pool. The Personal Care Attendant will work a scheduled rotation, however, the shifts will be split between Long-Term Care and the Geriatric Inpatient Program (at the discretion of the needs of each unit, and scheduled by the scheduling department). The Personal Care Attendant must be able to work on both stated units within the Royal Ottawa Mental Health Centre.

Duties:

- Works under the direction of and in collaboration with the RPN and the Registered Nurse in the care of residents or clients.
- Participates within an interdisciplinary team to provide the best possible care for residents or clients, and their support systems as they deal with mental health disorders.
- Ensures the safety of the residents and staff at all times using knowledge of mental illness and the aging process.
- Engages the residents or clients in participation and assuming control in decision making.
- Maintains documentation and gather data as required.
- Participates in regular team meetings.
- Takes primary responsibility for personal care and the facilitation of meaningful daily activities for residents or clients by developing therapeutic relationships, working collaboratively with the care team and the resident/client in establishing activities.
- Provides individualized personal care as outlined in the resident/client care plan including personal hygiene, dressing, eating, toileting, transferring, bathing, continence care and behavioural support while at all times respecting the choices of the resident/client.
- Collaborates with the care team to assess the capabilities of the resident/client and support the resident/client at all times.
- Assists the residents or clients in participating in recreational and therapeutic programs designed to maintain and increase the residents/clients' physical well-being and mental health.
- Provides supervision and assistance during the preparation, eating and cleaning up duties of each meal, as well as feeding when required.
- Assists residents/clients with their daily housekeeping and personal laundry routines when appropriate.
- Follows lift and transfer procedures to avoid resident and self-injury.
- Documents on flow sheets, restraints, lift safety checklists and other records as required.
- Follows infection control guidelines utilizing standard precautions and procedures such as isolation as required and directed by the registered nursing staff.
- Assesses and communicates daily on the resident/client's condition and how care plan interventions are working.
- Participates in research related activities to support the facility's mission to be a centre of training, education and excellence in mental health care.
- Works in a manner that is in compliance with staff and client safety practices, policies and procedures of the Royal.
- Ensures a work environment that is conducive to the Royal's Harassment-Free Workplace Policy.
- Other duties as assigned.

Qualifications:

- Personal Support Worker certification mandatory with minimum of one year recent experience in long-term care including psychiatric and mental health care.
- CPR training or re-certification within the last 12 months.
- GPA (Gentle Persuasive Approach) training or other related dementia care training.
- Current knowledge of and training in mechanical lifts, transferring and positioning techniques for clients.
- Desire to work with those living with a mental illness and or dementia with associated behavioural and safety issues.
- Basic computer skills required.
- English level A- is mandatory in oral expression, oral comprehension, reading and writing. Bilingual (French/English) is considered an asset.

Salary Range: **\$24.52 to \$26.08 hourly**

Date Required: **ASAP**

- All applicants must provide a recent resume that clearly indicate that they meet the required qualifications.
- Please apply directly to this internal posting at: <http://careers.theroyal.ca/> on or before **August 26th, 2020.**
- Applicants will be advised of their status in this competition by referring to the Successful Candidate listing which is posted on OREO and the Human Resources Bulletin Board.