



JOB OPPORTUNITY

Position:	Full Time Health Care Attendant #65-2022
Department:	Nursing
Commencing:	As soon as possible
Salary:	\$21.21 /hour to \$23.72 /hour based on CUPE Wage Schedule
Deadline:	Open until a suitable applicant is found.
Job Description:	Enclosed

Riverside Healthcare Facilities Inc. invites applications from all qualified applicants.

To be considered, please send your completed cover letter, and resume by e-mail to human.resources@rhcf.on.ca or by fax to: 807-274-2898.

For more information, please contact Human Resources at:
human.resources@rhcf.on.ca



JOB DESCRIPTION

POSITION (Title):	Full Time Health Care Attendant
DEPARTMENT/SERVICE AREA:	Nursing
SITE:	Rainycrest Long Term Care
REPORTS TO (Title):	Director of Care

QUALIFICATIONS NECESSARY

- Personal Support Workers (PSW) or equivalent Health Care Aide (HCA) certificate/experience acceptable to the Employer;
- Education/courses and experience related to the care of the elderly would be an asset;
- Current CPR certification would be an asset;
- Understands and maintains confidentiality;
- Working knowledge of computer software would be an asset;
- Familiar with Occupational Health & Safety Workers' rights and responsibilities;
- Demonstrated strong written and verbal communication skills;
- Demonstrated strong interpersonal skill with the ability to function effectively independently, within a team, with front line personnel, and management;
- Demonstrated ability to function effectively in a fast-paced healthcare environment with excellent organizational and time management skills with the ability to multitask and prioritize workload;
- Dependable with a verifiable acceptable attendance record;
- Proven ability to perform the essential duties of the position on a regular basis.

POSITION SUMMARY:

- This position is responsible for the direct care of the residents as indicated by the resident care plan under the supervision of registered staff. The HCA/PSW is responsible to report to the Registered Nurse (RN) or Registered Practical Nurse (RPN), any change in the resident's condition. The HCA/PSW works as part of a multidisciplinary team.

SPECIFIC ACCOUNTABILITIES:

- Assist residents with all activities of daily living in accordance with the Home's policies and procedures and Long Term Care Act;
- Contributes in a positive way to the home-like atmosphere of Rainycrest Long Term Care;

- Follows the resident's current care plan and documents resident care on the Daily Care Record;
- Interacts professionally and courteously with residents, families, visitors, and staff;
- Adheres to all safety policies including but not limited to resident transfers, mechanical lifts, and environment;
- Maintains the standards and policies set out by the organization and Long Term Care;
- Measures and records resident's weight and reports to the RN/RPN any changes;
- Collects specimens (urine, sputum and stool) under the direction of the RN/RPN;
- Keeps all service areas such as utility, linen and tub rooms clean and hazard-free;
- Keeps all resident care areas tidy and reports any needs for repairs to the RN/RPN;
- Responds to the resident call bells and security alarms promptly;
- Reports immediately any physical or behaviour changes in a resident or incident causing concern to the RN/RPN;
- Provides input for the development and revision of the resident care plan;
- Participates in resident care conferences and multidisciplinary meetings;
- Maintains the confidentiality of all resident information;
- Participates in staff development programs, in services and completes all mandatory education as required;
- Assists with training of all new staff and students;
- Performs such other related duties as may be assigned;

Health and Safety

Employee Health and Safety

- Responsible for following all Occupational Health and Safety regulations and relevant organizational policies and procedures to ensure personal safety and safety of others;
- Participates in monthly safety inspections, emergency drills and training programs as required;
- Reports any equipment, safety concerns or hazards to Supervisor;
- Has a working knowledge of all Emergency Plans – codes, policies and procedure;

Client Safety

- Responsible for following organizational policies and procedures;
- Identifies and informs managers/supervisors of client safety problems and concerns, including actual and potential adverse events and incidents;
- Assesses client safety issues and concerns and actively participates in improvement activities;

CONDITIONS OF EMPLOYMENT:

1. Human Resource Policies
2. Corporation Policies
3. Department Policies