

# JOIN OUR TEAM!



## THE ROLE

### Personal Support Worker, PSW

This is a permanent part-time role at the County, with an hourly compensation range of \$28.618 - \$29.494.

## THE OPPORTUNITY

Join our dedicated care team at Grandview Lodge, where every role is integral to the wellbeing of our residents.

As a Personal Support Worker (PSW), you will play a pivotal role in providing compassionate care and support, ensuring the comfort and safety of our residents. You will offer continued support with respect and adherence to personalized resident care plans and enhance resident's physical, social, and recreational well-being/quality of life!

Apply today to become an integral member of Grandview Lodge!

## THE PERKS

- Defined Benefit Pension
- Perks & Discounts
- Unionized
- Free Parking
- Wellness Programs
- Safe & Friendly Work Culture
- Professional Development
- EFAP Program



- High School Graduation or Equivalent.
- Food Handler Certification



- Some current related experience.



- Interpersonal Communication
- Self-Direction
- Emotional Intelligence

## THE COUNTY

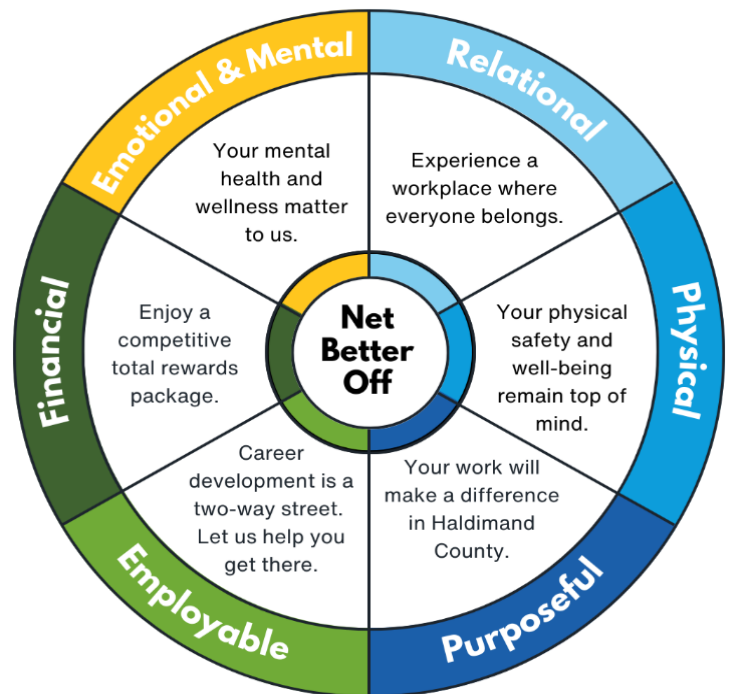
Haldimand County believes in compassionate and innovative approaches to resident care. Grandview Lodge is an award-winning, nationally accredited 128-bed long-term care home in Dunnville. Located on the shores of the Grand River, you'll find the environment to provide a calming presence to employees and residents alike. By joining our dynamic team, you open the door to a rewarding career where we prioritize the health and wellness of our employees, their families, and the communities we serve.

At Haldimand County, we believe in the Net Better Off philosophy. This means we're passionate about helping our staff thrive and advance in an inclusive workplace.

## THE NEXT STEPS

If this sounds like you, please submit your application online at [www.haldimandcounty.ca/careers](http://www.haldimandcounty.ca/careers).

This posting closes on **September 30, 2024 at 4:30 p.m.** Visit our careers page for more opportunities.



## JOB DESCRIPTION

### Personal Support Worker, Grandview Lodge

<b>POSTING #:</b> UFCW-2024-PSW	<b>Employer Group:</b> UFCW HOPE Service Workers
<b>POSTING PERIOD:</b> July 4 -September 30, 2024	<b>Reporting To:</b> Director of Nursing
<b>Position:</b> Personal Support Worker	<b>Position Status:</b> Permanent Part-Time
<b>Wage Range Hourly :</b> \$28.618 - \$29.494/hr (Jan 2024)	<b>Hours Worked Per Week:</b> Up to 24
	<b>Location:</b> Grandview Lodge, Dunnville, ON

### CORE COMPETENCIES:

Emotional Intelligence | Interpersonal Communication | Diversity & Cultural Intelligence

### POSITION SUMMARY:

This role is a fundamental part of the interdisciplinary care team that actively contributes to the well-being of residents. The incumbent will closely observe residents, promptly report any changes, and maintain accurate documentation. The PSW will provide assistance to residents in their daily activities, always approaching them with sensitivity and respect, tailoring all interactions to their care plans. Lastly, this role ensure that the comfort and safety of residents adhere to strict compliance with existing health and safety regulations and ministry standards.

### QUALIFICATIONS, KNOWLEDGE & SKILLS

#### Education

- High School Graduation or equivalent, plus additional program of up to one year or equivalent.
- Personal Support Worker Certificate.

#### Experience

- Some current related experience.
- Special consideration will be given applicants with the following:
  - Experience in Geriatric Care

#### Knowledge/Skills

- Proven ability to recognize obvious changes in the Resident's unusual pattern(s).
- Proven ability to follow directions and care plans as determined by the Registered Staff.
- Proven interpersonal skills to interact with Residents, families, the general public, and team members.
- Excellent verbal and written communication skills with the ability to give obtain, seek clarification, and/or exchange routine information.
- Demonstrated ability to exercise significant discretion and sensitivity involving regular work with confidential information.
- Technology Aptitude
  - Demonstrated basic computer skills to perform basic tasks on various technological devices and programs while adhering to cybersecurity and an awareness of best practices.
  - Basic knowledge with computers, printers. Mouses, internet, and e-mail.

## RESPONSIBILITIES

The incumbent is expected to but not limited to:

### Corporate

- Follow the GVL philosophy of delivering care to Residents by utilizing Montessori and GPA principles.
- Communicate with Residents, visitors and other personnel in a courteous manner.
- Ensure Resident Bill of Rights are respected.
- Work within policies and procedures determined by Haldimand County and / or legislation relative to the function (GVL Nursing Unit).

### Functional

- Recordkeeping and Reports
  - Participate as a member of the interdisciplinary care team through Resident observation, prompt reporting, accurate documentation and by using techniques and therapies approved for the wellbeing of the Residents.
- Resident Care
  - Assist the Resident with sensitivity and respect in the activities of daily living according to the requirements of their care plan (such as, foot soaks, peri care, creams, adaptive aides, prosthesis) and as directed by registered staff.
  - Ensure the Resident's comfort and safety through compliance with current health and safety regulations and Ministry standards, as well as the application of appropriate infection control principles and practices.
- Health & Safety
  - Maintain any equipment used in accordance with established procedures.

Demonstrate commitment to the Haldimand County code of conduct

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the job.

## POSITION REQUIREMENT(S):

A Current (within the past 6 months) Police Check	OPP LE 220 or Equivalent
Two- Step & Mantoux Text	Within Past 6 Months

Haldimand County envisions all County staff to possess a high degree of Ethical Behaviour & Professionalism, Political Acumen, Relationship Management, Credibility, Flexibility & Adaptability, Empathy & Compassion, Entrepreneurship, and Customer Service.

Haldimand County is an equal-opportunity employer who strives for inclusivity and belonging for all. Accommodation is available at any stage of the hiring process to applicants with differing abilities. If you require accommodation at any stage of the hiring process, please contact us at [hrhelpdesk@HaldimandCounty.on.ca](mailto:hrhelpdesk@HaldimandCounty.on.ca).

*County employees who are interested in applying for this position must complete the EMPLOYEE APPLICATION FORM via County's Intranet - FuNK and submit online with a resume and cover letter by 4:30 PM on the last day of this posting.*

We thank you for your interest in working for Haldimand County. Only candidates selected for an interview will be contacted.