

Home Support Worker (HSW) Job Description

Job Summary:

Reporting to the Care Manager, this position is responsible to provide a range of supportive services, including personalized assistance, for seniors and people with disabilities who can live independently but may require help with the day-to-day activities. Home Support Workers are multi-skilled workers assisting tenants in Assisted Living.

Responsibilities:

- Socialization with tenants in a manner which meets the individual needs of each tenant; while maintaining (valuing) their respect and dignity.
- Resident Care Aide certification (or equivalent).
- Care for tenants as outlined on Personal Service Plan while promoting independence. This may include shower/bath, and/or direct personal care.
- Taking care of tenants and facility property.
- FoodSafe for serving meals to tenants.
- Promote Tenant Safety.
- Observe policies to ensure own safety and refuse unsafe work.
- Promote and maintain an atmosphere of harmony and a home-like environment.
- Encourage the involvement of families and friends of tenants in the lives of the tenant.
- Commitment to continuous education (ex: first aid, WHMIS)
- Maintenance and upgrading of immunizations.
- Commitment to providing the highest quality service, and to team work.
- Assist and participate in Recreation programmes.
- Familiar with BC Assisted Living guidelines.
- Expectation of knowledge and daily practice of the Simpe Q and Courtyard Terrace Model of Care.
- Simpe Q Care will provide nametags to each employee to be worn at all times. The care and maintenance and replacement of these items are the employee's responsibility.
- Medication Course Certificate from recognized BC College, or Regional Health Authority
- Remind/Assist/Administer medications based on the tenant's personal care plan.
- Complete tasks outlined in the daily to do list specific for each shift.
- Verify daily tasks on Senior Care program.
- Other related duties as assigned by LPN/Care Manager.

Regulations:

Adheres to regulations outlined in the following Acts and Legislations:

- *The Criminal Records Review Act* [RSBC 1996]
- *The Freedom of Information and Protection of Privacy Act* [RSBC 1996]
- *B.C.'s Health Care (Consent) and Care Facility (Admission) Act*
- *Patients Property Act*
- *Community Care and Assisted Living Act*
- *Residential Care Regulation*

- *Adult Guardianship Act*
- *WorkSafe B.C. Regulations*
- Satisfactory present and continuous medical screening in compliance with the Province's immunization and tuberculosis control programs

Resident Safety:

- Perform all duties in a manner in which client safety is the focus.
- Report any unsafe activities that may cause harm or injury to a client.
- Educate other co-workers/colleagues on the proper safety techniques when there is a possibility of endangering a client.
- Observe and correct any unsafe behavior demonstrated by client.

Physical Demands:

- Job requires a significant amount of sitting, standing, reaching, walking, lifting and walking (according to the National Occupational Classification (NOC) Definitions, this job is considered "Medium").
- Lifting 50lbs maximum.
- Frequently lifting and/or carrying objects up to 20lbs.
- May involve sitting with pushing and pulling or arm and/or leg controls.
- Must be able to handle stressful situations in the workplace.

Health and Safety Risks:

- **Physical:**
 - Muscle strain from lifting, transferring, turning clients
 - Dealing with aggressive clients
 - Repetitive strain injuries
- **Ergonomic:**
 - Working at a desk/computer
- **Chemical:**
 - WHMIS & Control products (e.g. Cleaning products, skin & wound products, shampoos, soaps, antiseptic and antibacterial solutions, Oxygen)
- **Biological:**
 - Contact with blood & body fluids
 - Exposure to illnesses common to communal living environments (Influenza, colds, GI illnesses, other bacteria & viruses)
 - Plants and animals
 - Needle stick injuries
- **Radiation**