



JOB DESCRIPTION	DEVELOPMENTAL SERVICES WORKER (DSW) RESIDENT CARE
REPORTING TO: SENIOR SUPPORT CARE STAFF	August 2015

JOB FUNCTION: Provides direct support and assistance on a one to one basis to people who have an intellectual and physical disability. Participates in the development and implementation of individually directed plans and goals including personal care and living activities as well as provides support to other staff and PH.

SCHEDULE:

- This is a Part – Time position
- The hours are 7:00am-3:00pm and 3:00pm-11:00pm (6 shifts in a 2 week period)
- Candidates must be available to work the rotational shifts and work alternate weekends

A ADMINISTRATION

- Ensure all Participation House related Policies and Procedures are followed in a productive and efficient manner.
- Abide by Collective Agreement between Participation House and the Service Employees’ International Union Local 2.
- Actively participate in Individual Support Plan to facilitate the physical, social and emotional needs of the residents.

B. RESIDENT CARE

- Assist resident with their individual support care needs by carrying out duties and implementing their Support Care Plans taking into account their choices and needs and involving residents in their own plans and day-to-day decisions.
- Implement the actions to support the resident to achieve the goals identified in individual support plans.
- Actively participate in and facilitate as needed (for the residents), the activities of daily living as outlined in their Individual Support Plan.
- Encourage and assist resident to participate in social and recreational activities to enhance his/her quality of life.
- With the staff team use creativity and resourcefulness to ensure that the quality of life principles are effectively applied for the resident while maintaining the person’s dignity and respect. Consistently follow appropriate behaviour and crisis protocol as documented and report incidents and serious occurrences immediately.

- Effectively implement positive behavioural support plans and provide feedback.
- Follow through with the resident's prescribed dietary needs.
- Follow resident's prescribed Transfer and Lift program, all lifts are mechanical. Participation House does not permit any physical lifts.
- Ensure residents are secure and safe using their prescribed mobility and mechanical devices.

C. COMMUNICATION

- Communicate in positive and effective manner between your co-workers and other personnel to support and encourage an environment that is safe and productive to all residents, clients and co-workers.
- Complete written reports at the end of each shift regarding the resident's condition, behaviour, and incidents of concern, whereabouts and personal needs using communication book and residents information sheets.
- Read and initial the Communication Books at the beginning of each shift and be aware of any changes in procedures and treatments.
- Maintain the confidentiality of all information related to the agency, its Board of Directors, employees, and residents.
- Report any conflicts or concerns relating to the residents or co-workers to Management immediately.

D. HEALTH AND SAFETY

- Adhere to Participation House, Markham Health and Safety Policies and Procedures in accordance with the Occupational Health and Safety Act of Ontario.
- Visually inspect equipment prior to using, report any concern to supervisor.
- Assist residents to maintain their rooms to ensure everyone's safety.
- Follow safe operating procedures when using any mechanical equipment.
- Follow procedures for the reporting of all hazards, incidents, and /or accidents.

E. ON-GOING EDUCATION

- Keep abreast of current procedures, new treatments and techniques, taking courses where applicable and approved by your Manager.
- Attend all Health and Safety and required workshops/training sessions.
- Maintain First Aid/CPR certificate.
- Crisis Prevention and Intervention Certificate.

QUALIFICATIONS

- Diploma in Developmental Service Work.
- Current First Aid and CPR Training.
- Crisis Prevention and Intervention.
- Previous experience working with developmental and physically disabled persons.
- Strong ability to cope with stressful situations.
- Demonstrate excellent written and oral communication.
- Current Vulnerable Sector Police Screening (less than 3 months).
- Physical fitness sufficient to deal with client behavioural issues as required.