



Title: Personal Support Worker
Status: Part Time Contract - Non Union
Start Date: ASAP

Participation House, Markham is a non-profit organization and is a leader in enhancing the quality of life of individuals with disabilities through a continuum of services designed to reflect individualized approaches, community involvement and a respect for human dignity.

Responsibilities:

Administration:

- Ensure all Participation House related Policies and Procedures are followed in a productive and efficient manner.
- Actively participate in the Individual Support Plan to facilitate the physical, social and emotional needs of the residents.

Resident Care:

- Assist residents with their individual support care needs by carrying out duties and implementing their Support Care Plans.
- Actively participate in and facilitate as needed (for the residents), the activities of daily living as outlined in their Individual Support Plan.
- Follow through with residents prescribed dietary needs.
- Encourage residents to participate in social and recreational activities.
- Follow residents 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.
- Laundry related duties as needed.

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 daily worksheets.
- Read and initial the Communication Books at the beginning of each shift and be aware of any changes in procedures and treatment
- 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.



Health & 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.

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.

Shifts:

- Working every other weekend
- Shifts available (Days 7:00am-3:00pm, Evenings 3:00pm-11:00pm, Nights 11:00pm-7:00am)
- Must have availability on weekends and weekdays

Qualifications:

- Personal Support Care Worker Certificate registered with Ontario PSW Registry preferred or an acceptable equivalent.
- Previous experience working with developmental and physically disabled persons (related work experience will be considered).
- Valid First Aid and CPR Training
- Crisis Prevention and Intervention
- Proven interpersonal and communication skills. Good organizational, communication and problem-solving skills, coupled with the ability to work effectively and co-operatively with other staff, professional support services and members of the community.
- Must have physical capacity to safely employ approved behavioural intervention techniques.
- Be able to work flexible hours, shift work and weekends
- Demonstrate excellent English written and verbal communication

We offer:

- Competitive wages plus any government wage incentive
- Guaranteed hours (minimum 24 hours bi-weekly)
- No vehicle/travel required (accessible by transit and access to free parking)

Participation House is an equal opportunity employer committed to diversity and inclusion and are pleased to consider all qualified applicants for employment. Accommodations are available on request for candidates throughout the recruitment and assessment process.