



**Canadian Mental
Health Association**
Lambton Kent
Mental health for all

**Association canadienne
pour la santé mentale**
Filiale de Lambton Kent
La santé mentale pour tous

**Personal Support Worker
1 Contract Full-time position – 6 Months
(Sarnia Site)**

The Canadian Mental Health Association Lambton Kent Branch is a proud community agency serving the mental health needs of Lambton County and the Municipality of Chatham-Kent.

Our vision is to have mentally healthy people in a healthy society. As a leader and champion for mental health, CMHA Lambton Kent provides services and facilitates access to the resources people require to maintain and improve mental health. Our efforts promote community integration, build resilience, and support recovery from mental illness.

The Personal Support Worker, with the Behavioural Supports Ontario (BSO) LTC Lead Team, is part of a team that provides education and support to older adults who are demonstrating responsive behaviours that may be associated with various types of dementia, delirium, mental health, addictions or other neurological conditions and/or are transitioning to or from a long-term care home (LTCH) retirement home or community within the geographical boundaries of Lambton County.

Working with the registered staff of the Behavioural Supports Ontario (BSO) LTC Lead Team, the Personal Support Worker (PSW) will enhance quality of life of older adults with responsive behaviours. The PSW is part of a team that provides behavioural support services to individual clients and LTC Home staff with a goal to support successful outcomes.

Reporting to the Manager of Integrated Client Services, the incumbent will be responsible for the following functions:

- act as the Primary PSW for assigned client(s). Follow the schedule of required visits;
- accepts direction from the registered staff regarding Behavioural Support Plan and scheduling of client visits;
- utilize a problem-solving approach, within the scope of PSW practice;
- perform and record complete and accurate observation of client and their responsive behaviour and assist in identifying triggers for the responsive behaviour;
- documents activity according to agency standards in client information system and reports observational data using specified tools;
- assists the registered staff in the development of a Behavioural Support Plan of addressing responsive behaviours;
- uses the agreed upon strategies to address responsive behaviours and reports outcomes to other team members;
- model effective evidence-based care and interventions/strategies, coach and mentor to the long-term care home staff using peer-to-peer mentoring;
- meets the needs of clients by communication, observation and collaboration with partners using a resident-centered focus and commitment to the principles of the BSO Action Plan;



**Canadian Mental
Health Association**
Lambton Kent
Mental health for all

**Association canadienne
pour la santé mentale**
Filiale de Lambton Kent
La santé mentale pour tous

- works in compliance with the Health and Safety Act and its regulations in performing duties in a safe manner and follows all health and safety policies, procedures and legislation;

Qualifications:

- a minimum requirement of a certificate in Personal Support Worker (PSW) college program from a recognized post-secondary institution; a post-secondary diploma in a relevant discipline or a Social Service Worker Diploma would be considered an asset
- minimum of 1 to 2 years' experience working in community-based mental health care and/or residential treatment setting; and
- a valid Ontario Driver's Licence and access to a vehicle in good repair

Skills required:

- ability to implement best practice in dementia, delirium, mental health issues and their effect on persons, families and caregivers, based on scope of practice;
- ability to collaborate effectively with other members of inter-professional care teams, clients, family members and community team members;
- demonstrated ability to organize and prioritize work effectively, manage a full work-load and meet deadlines in a busy environment;
- demonstrated strong observation skills;
- demonstrated effectiveness working with minimal supervision with proven reliability and trustworthiness;
- sound understanding and commitment to the principles of Behavioural Supports Ontario
- ability to adapt positively and productively to changes in the work environment;
- crisis or suicide intervention training is an asset;
- knowledge of GPA, P.I.E.C.E.S., U-First! or a willingness to receive such training;
- training in Non-Violent Crisis Prevention;
- CPR training;

Hours of Work: 35 hours per week. Flexible hours including days, evening and weekends are required to meet the position requirements.

Salary: Commensurate with experience within the range: \$20.24 – \$24.63 per hour

Applicants should submit a covering letter and resume by December 3, 2020 to:

Vicky Fox, Executive Assistant, Human Resources

E-Mail: HR@cmhalambtonkent.ca

Please quote: Job Posting #18-2020



**Canadian Mental
Health Association**
Lambton Kent
Mental health for all

**Association canadienne
pour la santé mentale**
Filiale de Lambton Kent
La santé mentale pour tous

Canadian Mental Health Association – Lambton Kent is committed to a workplace reflecting the diversity of the community it serves and encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal Peoples and persons with disabilities. If you require an accommodation, we will work with you to meet your needs. This information is available in an alternative format upon request, to accommodate individuals with a disability. While we thank all applicants for their interest, only those selected for an interview will be contacted. If contacted for an interview, please inform us should accommodation be required.