

Role Description - PSW

PURPOSE

Under the direction of the RPN/RN Charge Nurse, and responsible to the Director of Care, the PSW provides individualized hands-on care for residents in order to promote the residents comfort, dignity and safety according to the residents individualized needs an in-alignment with resident centered approach to care.

Responsibilities:

- To provide personal hygiene and grooming to each resident according to identified and individualized needs (i.e. bathing, dressing, shaving, hair care, nail care, toileting and incontinence care, oral care etc)
- To follow care as outlined in the Plan of Care.
- Provides care to all residents in accordance with the Residents Bill of Rights, the Home's Policies, procedures and professional expectations and any legislative requirements.
- To document in POC all care provided and observations
- To participate in RAI-MDS process and provide input as to effectiveness of current interventions
- To observe and report changes in resident's condition to the RN/RPN.
- To assist with the admission, transfer and discharge of residents.
- To cooperate and collaborate with all members of the interdisciplinary team, including resident and family in establishing individualized care according to needs and choices.
- To handle residents with respect and dignity, ensuring comfort and safety.
- To maintain resident's environment in a clean, sanitary, orderly and safe manner.
- To maintain good housekeeping standards in working areas at all times, wiping up spills, etc., and as specified in work procedures.
- To encourage residents in their abilities in the activities of daily living.
- To respond to requests for assistance and/or call bells promptly.
- To cooperate and/or assist in the activities and programs as developed to promote the wellbeing of the resident.
- To assist with meal service and provide assistance in eating as required.
- To assist residents as required to obtain maximum benefit from their meals.
- To serve between meal and bedtime nourishments.
- To remove dirty linens to laundry area and to restock clean linen areas.
- Demonstrates an awareness of the resident as a whole person considering cultural, spiritual, psycho-social, and restorative needs as well as an awareness of the activation programs available
- Follows all policies and procedures of the home
- Maintains a good attendance record and accepts responsibility for working as scheduled.
- Takes responsibility for personal development including identification of own learning needs related to work and participating in the educational opportunities provided and staff/team meetings.
- Assists in training, guiding, and supporting new staff through the orientation period.
- Supports and participates in student and colleague education and participates in the teams of the homes.
- Ensures all required education is completed by set deadlines.
- Other duties as assigned

Qualifications and Preferred Skills:

1. Graduate of a recognized Personal Support Worker program with supporting documentation (or appropriate equivalent acceptable under Ministry Registration)
2. Demonstrates focus on resident safety
3. Experience working with seniors and/or chronic care residents in a health care facility or community setting, with a genuine interest in and concern for seniors
4. Must be able to communicate effectively verbally and in writing