

	<p>POLICY</p>
<p>DEPARTMENT: Human Resources</p>	<p>Page: 1 of 2</p>
<p>SUBJECT : Recreation Aide Role Description</p>	
<p>Last reviewed: February 3, 2026</p>	<p>ISSUING AUTHORITY: Professional Practice</p>
<p>Next Review: February 3, 2027</p>	

Job Summary:

The Recreation Aide will implement recreation programs and interventions to meet the various physical, emotional, intellectual, social and spiritual needs of the residents while also giving consideration to their individual interests, abilities, skills, and barriers.

The Recreation Aide is required to perform their duties in a manner that is consistent with the core values of the home to ensure resident safety and demonstrate resident centered care.

Responsible to:

- Director of Recreation

KEY RESPONSIBILITIES:

Recreation Aides:

- Work collaboratively as part of an interdisciplinary team.
- Responsible for all aspects of resident programs including but not limited to planning, implementing and evaluating resident-centered activities within the parameters established through policies and procedures of the Home and within guidelines of the MOHLTCH Act, 2021 & Regulations 246/22.
- Assess resident needs through assessment, observation, records, and collaborating with interdisciplinary teams.
- Establish individualized activity goals and interventions based on residents' identified needs and choices.
- Develop a comprehensive Plan of Care in collaboration with interdisciplinary team, including resident and family.
- Actively participate in interRAI process.
- Document resident participation in group, 1:1, and independent programs.
- Contribute to planning monthly activities and evaluating programs on an ongoing basis.
- Organize and facilitate community outings and events.
- Seek opportunities to collaborate with other therapy programs i.e. pet therapy, music therapy, art therapy, and to connect the home with the community.
- Decorate appropriately for seasonal events, special events, and holidays.
- Support Pastoral Care Services, Palliative Care, and End of Life Care.

- Support volunteers and students assigned to the department.
- Participate in departmental meetings, home specific committees, and multidisciplinary care conferences.
- Maintain a tidy and safe work environment.
- Comply with all company policies, procedures, and practices.
- Other duties as assigned by the Director of Recreation.

QUALIFICATIONS:

Formal:

- Must have post secondary diploma, degree or certificate in recreation and leisure studies, therapeutic recreation, kinesiology, gerontology or other related field from an Ontario post secondary institution
- Or must have post secondary diploma, degree or certificate in another jurisdiction that, in the reasonable opinion of the licensee, is equivalent to the diploma, degree or certificate described above
- Or in the reasonable opinion of the licensee, have the appropriate skill, knowledge and experience providing recreational and social activities to perform the duties required of that position
- Must have valid Smart Serve Certificate
- Must have Safe Food Handling Certificate
- DementiAbility Methods certification is considered an asset

Experience:

- Minimum of 1 year experience in Long Term Care is preferred.
- Knowledge of MOHLTCH Act, 2021 & Regs. 246/22
- Knowledge of community resources.

Personal:

- Must be an effective team player that works well with others.
- Ability to work with other departments and to show flexibility in emergency situations.
- Must be able to work and communicate effectively with long-term care residents, families, and external community stakeholders.
- Ability to take direction from others when necessary.
- Must be able to work accurately, efficiently, and safely.
- Willingness to follow company policies.

Education & Training: must participate in annual training sessions relating to:

- Fire Safety
- Occupational Health & Safety Reviews
- Infection Prevention and Control
- Lifting Practices
- Abuse & Neglect recognition and prevention
- Other education and training sessions as required through the MOHLTC LTCHA 2021 Regs. 246/22.
- Education sessions will be provided in house, externally or through on-line learning.
- Department specific education programs