

Eastholme – Home for the Aged

JOB DESCRIPTION



Position Title: BSO Recreational Therapist/ Activity Aide A-1	Reports to (Direct): Director, Recreation & Therapy Services
Department: Therapy & Recreation	Classification: CUPE
Hours per Week (regularly scheduled hours): 40 hours per week – Full-time Less than 30 hours per week – Part-time	Schedule: Days and Evenings, including weekends – 3 possible shift schedules
Effective Date: February 2022	Revision Date: January 2020

Position Synopsis and Purpose

(An overview of the job and how it connects to the big picture)

Under the direction of the Director, Recreation & Therapy Services, the Behavioural Support Ontario (“BSO”) Recreation Therapist works as part of an interdisciplinary team and is responsible for the design of activities utilizing best practices in recreational approaches to care, which meet the physical, psychological, social, spiritual and emotional needs of the Eastholme residents who are within the BSO target population (older adults with challenging and complex behaviors associated with dementia, mental health, substance use and/or other neurological conditions). Work of this role is done in alignment with the BSO initiative.

This role will also perform other duties in the Activity Department as required.

Behavioural Supports Ontario (BSO) is a specialized service enhancement that has been implemented across Ontario to better support older adults with or at risk of responsive behaviours. This role will have indirect reporting accountabilities and receive support by the North-East BSO and LHIN.

Major Responsibilities (include but are not limited to):

(What does this job do and how is the time allocated)

All activities are expected to be performed in a safe manner, in accordance with the Occupational Health and Safety Act and its Regulations, along with Corporate Safety policies, procedures and programs. In addition, all necessary personal protective equipment must be used and maintained in good condition.

- Plan, facilitate and implement purposeful individualized therapeutic recreation founded on interest, need and ability.
- Accompany BSO residents and facilitate their participation to regular spiritual, social, recreational programming for the residents of the Home, on an individual or small group basis in co-operation with the interdisciplinary team and volunteers.
 - Work in collaboration with all care partners to find the best possible quality care solutions for the resident/family
 - Participate in and/or facilitate referral-based complex case reviews
- Enhance the positive impact and spread of BSO (1:1 and group) therapeutic modalities to address and prevent responsive behaviours, while adapting to individual changing needs.
- Promote brain health through engagement activities tailored to maintaining skills and abilities and focused on validation, individual success, and social stimulation.

- Utilize BSO care protocols and tools and maintain appropriate documentation of resident's assessments and plan of care and report as indicated by the NE BSO Regional Structure and according to Eastholme's documentation policies.
- Attend, plan and support BSO quarterly meetings and participate in the resident care conferences of BSO referred clients.
- Provide mentorship and guidance to colleagues and as a member of the interdisciplinary team.
- Attend in-service and Staff Development provided by the BSO to enhance knowledge and competencies.
- Support the spread of improvement practices with internal team members (e.g. activation and restorative teams) regarding overall prevention of responsive behaviours through therapeutic programming
- Maintain effective relationships with Community Partners, Volunteers and Families.
- Respond to Code Whites, participate in Code-White debriefing and follow-ups, provide educational support to front line staff through monthly Huddles, Critical Incident meetings, BSO Boards, etc. to assist with individualized plan of care to meet the needs of the residents.
- In collaboration with the Interdisciplinary Team, facilitates the application submissions and referrals to external resources (BSO, SMH, Regional Tertiary Care, etc.) for residents requiring higher level of care.
- Comply with the Fire, Health and Safety Regulations and attain proficiency in the methods of sounding the fire alarm, fire evacuation procedures, proper use of fire extinguishing equipment, and other procedures designed to ensure the security and protection of the residents of the Home.
- Work in compliance with the Occupational Health & Safety Act, practicing and promoting safe working habits, performing duties in a safe manner and follow all relevant policies, procedures and legislation. This shall include wearing appropriate PPE as required.
- Maintain confidentiality in accordance with all applicable privacy and protection legislation.
- Perform other related duties as required.

Skills, Experience and Qualifications:

(What an applicant is expected to bring to the role in terms of Education (Degree/ diploma/ certifications) Experience, Knowledge, Skill, and Ability)

- Diploma or Degree in Recreation & Leisure Studies, Therapeutic Recreation, Kinesiology or other related field from a Community College or University.
- Registered Recreation Therapist (R/TRO) certification; or eligible to obtain registration with TRO
 - Additional Education/ Certificates Preferred include; Personal Support Worker, U-First, Gentle Persuasive Approaches (GPA); DementiAbility Methods for Dementia; Mental Health First Aid for Seniors; Indigenous Cultural Competency training; Teepa Snow "Positive Approach to Care" training.
- Demonstrated extensive knowledge working with older adults with various forms of dementia, delirium, complex mental health, substance use, other neurological conditions, including those with or at risk of responsive behaviours and the effects on care partners.
 - 3-5 years' relevant clinical experience in long-term care is preferred.
- Knowledge and understanding of all pertinent legislation and policies, including the Long-Term Care (LTC) Homes Act, the Personal Health Information and Protection Act (PHIPA, 2004), the Mental Health Act and other pertinent legislation.
- Demonstrated patient-family-care partner focus and commitment to the Mission, Vision, Values and goals of BSO and respective partner agencies
- Knowledge and familiarity with recent research and best practices for our residents and the ability to apply this knowledge.
- Excellent interpersonal skills & ability to work as an effective member of an inter-agency & interdisciplinary team with strong collaborative nature

- Knowledge of and connection to internal and external community resources.
- Strong communication skills and ability to communicate in a non-stigmatizing way.
- French or any other second language would be considered an asset.
- Excellent organizational and time management skills with flexibility and adaptability.
- Computer skills: proficient with Point Click Care, Surge Learning, Excel, Microsoft Word
- First Aid and CPR training, knowledge of Oxygen therapy is considered an asset.
- Must provide a complete and current (within six months) Vulnerable Sector Check (including a Criminal Background Check) or be willing to obtain one
- Must be fully vaccinated against COVID-19 (per MOHLTC directives) as well as be willing to obtain any other required immunizations as set out by legislation or regulations
- Must possess a valid Ontario driver's license (G-Class) and driving record in good standing

Position Classification

(Where this position fits with the rest of the organization – Organizational Chart with up/down reporting relationships)

