



# BSO Personal Support Worker

## TEMPORARY FULL-TIME – Ending March 31, 2024, WITH POSSIBILITY OF RENEWAL, PENDING FUNDING EXTERNAL POSTING



Eastholme has received temporary funding to augment our BSO team with a Personal Support Worker specialized in the care of residents with behaviours associated with complex and challenging mental health, dementia, or other neurological conditions. At the present time, the funding is until March 31, 2024, but we are seeking an extension to the funding.

### A Sample of Your Responsibilities (plus other related duties)

Support Eastholme's BSO leads by:

- Participating in conducting behavioural assessments and in care conferences for behavioural residents.
- Implementing and documenting care plan recommendations and specific behavioural interventions.
- Providing, monitoring, and evaluating nursing care, and cognitive, social, emotional support to BSO residents.
- Observing the general appearance of residents, seeking direction in determining usual emotional, social, behavioural, and physical patterns, recognizing obvious changes in usual patterns, and notifying Leads, as appropriate.
- Updating and monitoring behaviours tracking tools.
- Assisting in the BSO quality improvement initiatives.
- Supporting the spread of improvement practices with internal team members (e.g., activation and restorative teams) regarding overall prevention of responsive behaviours through therapeutic programming through education and knowledge transfer practices.
- Checking equipment routinely for maintenance/repairs.
- Sharing the responsibility for the care of equipment in the facility and personal belongings of the residents.
- Showing others how to perform tasks and duties.
- Communicating and co-operating satisfactorily with residents, family members, volunteers, staff, and others.

### What Qualifications are Required?

- Personal Support Worker Certificate (8 month) or other qualifications as may be noted in Section 52 of Ontario Regulation 246/22 for the *Fixing Long-term Care Homes Act, 2021*, or equivalent.
- Additional Education/ Certificates that are preferred include; U-First/PIECES, Gentle Persuasive Approaches (GPA); DementiaAbility Methods for Dementia; Mental Health First Aid for Seniors; 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.
- Behavioural Supports Ontario required training.
- Previous experience working in Nursing in a Long-term Care setting.
- Ability to satisfactorily operate nursing equipment.
- Mature person in good physical and mental health.
- Ability to work and communicate with the residents, staff, and others.
- Ability to speak, read, write, and understand English.
- Proven ability to follow an established work procedure/schedule and complete all assigned tasks within the timelines as set out, with minimal supervision.
- Ability to work any of the scheduled shifts (Days, Evenings, Nights) – including weekends – shift patterns may be changed to meet operational needs in the Home.
- Clear Vulnerable Sector and Police Record check.
- Must be willing to obtain any, and all, required immunizations as set out by legislation or regulations.

### What Can We Offer to You?

Competitive wages starting at \$23.17 per hour  
Vacation pay (4%) and a Percentage (13%) in lieu of fringe benefits  
An opportunity to learn and grow.

A great team to work with and a place you can be proud to work – we take pride in being a top employer in the community we serve!

### How Can you Let Us Know About You?

Please submit your resume to:  
**bcaicco@eastholme.ca**

We thank everyone for their interest in joining our team! Once we review your resume, if you have the qualifications we require for this job, we will be in touch to schedule an interview.

**Closing date for this posting is: February 19, 2024 @ 4:00 P.M.**

Eastholme is an equal opportunity employer and values diversity in our workforce. We encourage applications from all qualified individuals. We are also AODA compliant and should you require accommodation in the hiring process, please do not hesitate to let us know - accommodations may be provided in all steps of the hiring process.

Eastholme is a 128-bed district home for the aged located in Powassan in a tranquil setting overlooking the town and on the edge of a 60-acre forested parcel of land - an ideal setting in which to work!