



**Personal Support Worker
Permanent Full Time**

Shifts: Rotation of Days (7:00am-3:00pm) & Evenings (3:00pm-11:00pm)

Chatham-Kent Hospice is a 10-bed residential facility offering end-of-life Hospice Palliative Care. The Chatham-Kent community, fundraised to open the doors of Hospice in April 2016, creating a home-like setting where compassionate care and clinical excellence assists residents and those they call family and friends on the end-of-life journey. Hospice provides residential care and community-based programs and services.

Chatham-Kent Hospice is a positive and team-oriented work environment, where we collaborate with our community partners, physicians, staff, and volunteers. Chatham-Kent Hospice offers its employees many benefits including; HOOPP, a competitive benefits plan, and a discounted corporate health club membership.

As a member of a multi-disciplinary team, the Personal Support Worker provides assistance with all activities of daily living and provides end-of-life support to residents and families of the Chatham-Kent Hospice (CKH) according to established policies and procedures including: assessing safety and resident needs within your scope of practice; documenting; following care plans; following directions from the registered staff.

Personal Support Workers are expected to foster an environment that is safe and home-like. While performing all duties of the position, the employee will work in a safe and healthy manner and will follow the regulations in the Occupational Health and Safety Act. It is also an expectation that Personal Support Workers behave positively towards other staff, volunteers, guests, family members, health care professionals and are a positive role model for CKH in the community when attending CKH functions.

QUALIFICATIONS & EXPERIENCE

- Graduate of an accredited Personal Support Worker program
- A strong dedication to the vision, mission and values of Chatham-Kent Hospice (CKH)
- Knowledgeable about and committed to the hospice philosophy of care
- Minimum three years recent PSW hospice palliative care experience
- Completion of the Fundamentals of Palliative Care Certificate
- Excellent communication and interpersonal skills
- Proficiency in both official languages an asset
- Ability to work with resident/family living with and dying from advanced illness
- Commitment to ongoing learning and quality improvement
- Strong organizational and prioritization skills
- Demonstrated teamwork skills
- Ability to work collaboratively as part of a multi-disciplinary team and take direction

- A strong and clear understanding of ethics, especially as related to hospice palliative care
- Ability to apply common sense and understanding when dealing with problem solving and conflict management
- Current BCLS and commitment to renewal
- Physical ability to perform the duties of the position (regularly required to stand, walk, reach, stoop, kneel, crouch and lift and/or move up to 60 pounds)
- Experience with housekeeping duties
- Completion of Food Handler Certificate
- Computer literate and able to work with Microsoft Suite
- Ability to work days, evenings and night shifts

Police Check Requirements:

The nature of this position will require the successful candidate to provide a Vulnerable Sector Police Background Check prior to commencement of employment.

Health Screening Requirements:

Each member of staff must have a:

- 2 step TB test
- Up to date tetanus

COMPENSATION PACKAGE

Based on qualifications and years of experience as outlined within the job description:

- Hourly Rate: \$21.96-\$25.59 depending on years of experience
- Benefits
- Pension: Healthcare of Ontario Pension Plan (HOOPP)
- Professional Development Opportunities

HOW TO APPLY

Chatham-Kent Hospice welcomes all members of the community, regardless of race, national origin, colour, political affiliation, religion, age, sexual orientation, gender identity or expression, family status, marital status (including single status), economic circumstance or disability. This is to be reflected in the individuals we care for as well as in our recruitment strategies for both staff and volunteers to ensure that we reflect the diversity of the Chatham-Kent Community.

Chatham-Kent Hospice is an inclusive employer dedicated to building a diverse workforce. We welcome and encourage applications from all qualified candidates, who embrace our core values, and will accommodate applicants' needs throughout all stages of the selection process. All information received relating to accommodation will be addressed confidentially.

Please send your cover letter and resume in PDF format as well as any questions or accessibility support requests to Sarah Baute, Human Resources Manager at sbaute@chathamkenthospice.com by November 22, 2024

We thank all applicants for their interest, however, only those selected for an interview will be contacted.