



Penticton Indian Band

841 Westhills Drive,
Penticton, British Columbia V2A 0E8

Telephone: 250-493-0048 Fax: 250-493-2882

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|------------------------|---|------------------------|--|---|
| Position Title: | Home Support Worker | Classification: | 1 | \$17 - \$21 per hour (Based on education & experience) |
| Department: | Health | Type: | Non-management | |
| Status: | Part-time, Permanent | Working Hours: | Up to 35 hours per week (May include weekends and Statutory Holidays) | |
| Responsible To: | PIB Homecare Nurse | | | |
| Location: | Snxastwilxtn Centre, 198 Outma Sqilxw Place, Penticton, BC, V2A 6J7 | | | |
| Deadline: | Until closed | | | |

Job Summary:

The Home Care Support (HCS) staff, report directly to the PIB Homecare Nurse & Community Care (HCC) Nurses. The HCS worker is responsible within the guidelines of the Penticton Indian Band Adult-In Home Care Program and FNHA H&CC program to direct and maintain client care routines including housekeeping, meal preparation, and promotion of personal independence, encouragement of client and family to participate in planning. Working within a team-based approach, PIB HCS Expected to provide safe and competent care by the encouragement of client and their family, this may include surgical patients and chronic care clients.

Core Competencies:

- Accountability
- Leadership
- Adaptability
- Critical thinking
- Efficient
- Reporting
- Planning
- Organizing
- Relationship building

Duties/Responsibilities:

Job Responsibilities and Work Performed

- Provides personal, non-nursing care to clients as directed in the clients individualized care plan.
- Delegation of Tasks (DOT) supervised by H & CC RN
- Reminds clients of daily living activities including taking medications
- Encourage the use of aides to assist in daily living. E.g., walker, cane.
- Report any changes in health status or problems to the supervisor immediately.
- Prepare meals and perform light housekeeping duties, which may include, but not limited to vacuuming, mopping, dishes, bathroom, laundry, and changing bedding.
- Arrange transportation to/from grocery store and medical appointments (consultation with family and supervisor)
- Ensure strict confidentiality of all matters that pertains to the client acquired because of the position; discuss client matters only with supervisors.
- To provide companionship and socialization to assigned clients.
- Promote and maintain positive communication with staff, client, and supervisor always.
- Maintain client charts and documentation daily
- Daily task sheets submitted weekly

- Ensuring all documentation (tick sheets, timesheets, leave forms etc.) are completed as directed
- Attends meetings, trainings or conferences as directed
- Performs other duties as necessary and as assigned by HCN or CHN
- Maintain up to date and knowledgeable of relevant Penticton Indian band Human Resources Policies and Procedures.
- Providing alcohol or drugs to a client is strictly prohibited and will result in immediate termination of employment

Accountability

- PIB HR and Homecare Program Policy and Procedures
- BC Health Care Assistance Registry

Relationships

Internally

- Reports to Homecare Nurse and/or Community Health Nurse
- Team-based working environment with PIB Homecare Staff and other Health Department Staff

Externally

- External health care professionals (physicians, NP's etc....)

Decision Making

This position is a first level support which will require a standard level of judgment and decision making.

Qualifications/Requirements:

Minimum Academic/Educational Requirements

- Grade 12 or equivalent

Other Certification, Licenses, Designations and/or Training

- Annual TB Screening
- First aid/CPR/AED
- Criminal Record check, including working with the vulnerable check
- Class 5 DL and clean driving abstract annually
- Food Safe certification
- Elder abuse training
- Registered with the BC Health Care Assistants provincial registry

Specific Job Skills and Levels

- Good oral and written communication skills
- Ability to work through work related stressors and seek supports as needed
- Ability to develop and maintain positive working relationships
- BC Health Care Assistance Core Competencies maintained
- Penticton Indian Band program and HR policy and procedures
- Maintain a high level of confidentiality and privacy
- Critical Thinking, Compassionate, Objective, Prioritize
- Ability to work through stressors, seek supports as needed

Minimum Level of Experience

- 1 year experience as a home support worker or equivalent area
- Experience working with First Nations communities

Personality Traits (Required to be successful in position)

- Dependable, Reliable and Approachable
- Compassionate and non-judgmental
- Understanding of Okanagan and Indigenous teachings and protocols

Assets:

- Knowledge of Okanagan language, culture, or traditions
- Own/have access to an insured vehicle
- Indigenous Ancestry preferred

Working Conditions:

- Start of day and end of day is at Snxastwilxtn Centre.
- Work is done in outreach to homes, client aftercare – meet client where they are at daily.
- Supportive Team environment.
- Physical activity involved may include picking up heavy objects, kneeling, bending, or lifting and may be on your feet for long periods of time.
- May deal with difficult clients; this can be stressful and frustrating at times.
- Flexible work hours/willingness to work on evenings and weekends.

*Working environment and safety protocols of the highest calibre, working with face masks worn when necessary.

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

Deadline:

Until closed

Send your Resume to Senior Manager, Human Resources

Rory Gabriel at jobs@pib.ca