

Position: **Benchmark Job #040**

Ministry: BC Mental Health Society

Working Title: **Health Care Worker - Personal Care**

Branch: Clinical Programs

Level: Range 9

Location: Riverview Hospital

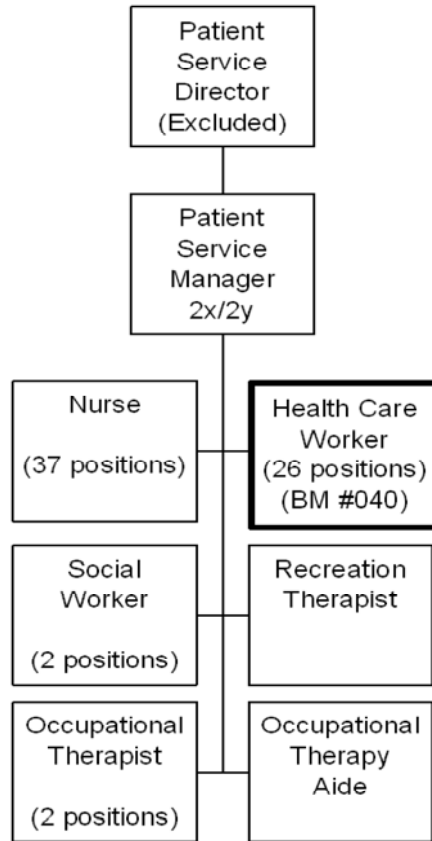
NOC Code: 3413

PRIMARY FUNCTION

To attend to and monitor the personal health care of psycho-geriatric patients on a ward; participate in rehabilitative, motivation and self care training programs and contribute to the patients' comfort and well-being.

JOB DUTIES AND TASKS

1. Attends to and monitors the personal health care of patients
 - a. monitors psychiatric and geriatric patients and reports pertinent behavioural observations to nurse in charge of ward
 - b. provides complete care or assists patients in their personal hygiene and cleanliness by bathing, dressing, grooming, toileting and feeding
 - c. performs non-medical nursing care procedures by weighing patients, taking temperatures, pulse and respiration rates, providing enemas and suppositories and recording data on patient charts and graphs
 - d. uses restraint techniques to control and restrain combative, violent or aggressive patients as required
2. Participates in rehabilitative, motivation and self care training programs
 - a. reports patient behaviour to the therapeutic team
 - b. functions as a role model for patients to instruct them in appropriate social behaviours
 - c. accompanies or escorts patients to social or recreational events on and off the grounds
 - d. participates with patients in various therapeutic activities such as specific exercises and range of motion exercises
 - e. escorts patients to and from other departments
3. Contributes to the patients' comfort and well-being
 - a. distributes meals and prepares coffee and snacks for patients
 - b. maintains cleanliness and safety of ward by making beds, cleaning tubs and showers and mopping up spills
 - c. assembles, washes and dries patient clothing
 - d. distributes cash from patients' comfort allowance or makes orders against allowance on their behalf
 - e. organizes and takes part in activities such as birthday celebrations, hairgrooming services, and shopping trips
4. Performs other related duties
 - a. provides orientation to new employees
 - b. provides general information to patients' families during visits or over the phone



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p>JOB KNOWLEDGE</p> <p>Know a variety of job functions and how they relate to patient care to monitor and report on patient behaviour; provide personal care such as feeding, grooming and toileting; perform procedures such as weighing patients and measuring catheter output; and provide patient information to the therapeutic team.</p>	C	60
2	<p>MENTAL DEMANDS</p> <p>Judgement to recognize known differences and determine the priority of tasks to respond to the personal health care needs of patients, monitor and report on patient behaviour, measure and collect routine specimens and record patient information.</p>	C	60
3	<p>INTERPERSONAL COMMUNICATION SKILLS</p> <p>Persuasion required to use basic counselling skills to encourage cooperation with personal self-care and grooming activities with mentally ill patients.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY</p> <p>Significant coordination and dexterity required to apply physical restraint techniques to control aggressive or violent institutionalized patients.</p>	D	22.5
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS</p> <p>Guided by specific procedures, using oral instructions, changes the order of completion to meet immediate requests or demands in performing several functions to attend to and monitor the personal care needs of patients, report on patient behaviour to supervisor, measure and record temperature, pulse and respiration rate and provide enemas and suppositories.</p>	B	30
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Limited financial responsibility to distribute cash from the patient's comfort allowance or make orders against allowance on the patient's behalf.</p>	B	10

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7	RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Some responsibility to access and update patient charts and graphs.	B	10
8	RESPONSIBILITY FOR HUMAN RESOURCES Limited responsibility for human resources to provide informal orientation to the workplace to new employees.	A	5
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Considerable care and attention to provide direct personal care such as feeding, dressing, grooming and personal hygiene to patients in an institution.	E	40
10	SENSORY EFFORT/MULTIPLE DEMANDS Intense requirement to almost always attend to needs of patients with interruptions such as patients falling or becoming involved in altercations.	D	18
11	PHYSICAL EFFORT Very heavy physical effort to frequently lift and support patients while providing personal care.	F	30
12	SURROUNDINGS Exposure to providing direct personal hygiene care to unpredictable, institutionalized patients almost always.	E	12
13	HAZARDS High level of exposure to hazards from the possibility of contact with infectious diseases while attending to the personal health care needs of patients, almost always.	E	12

Total Points: 354.5

Level: Range 9