

Position Number: **Benchmark Job #144**

Ministry: BC Mental Health Society

Branch: Clinical Programs

Location: Riverview Hospital

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

Level: Range 9

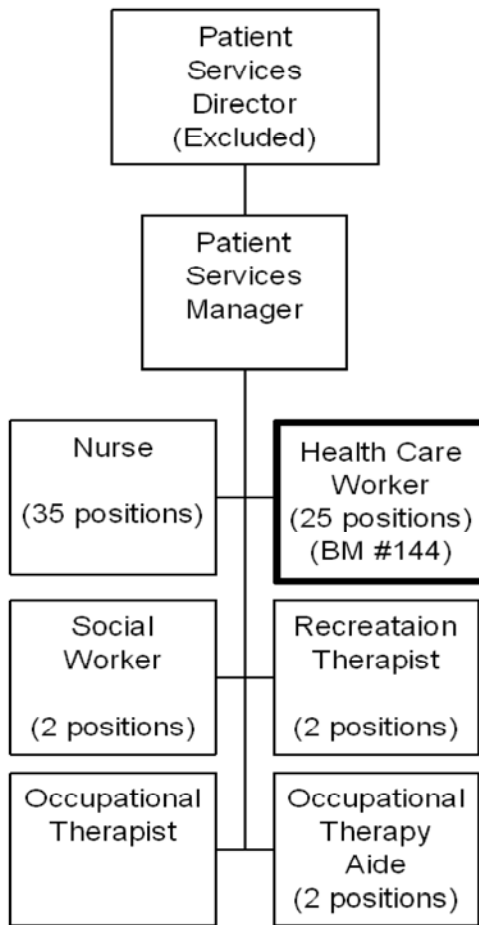
NOC Code: 3413

## PRIMARY FUNCTION

To provide care, attend to the day-to-day needs of patients and participate in rehabilitation, motivation and self-care training programs for patients.

## JOB DUTIES AND TASKS

1. Provides care and attends to the day-to-day needs of patients
  - a. assists patients in bathing, dressing, grooming and personal hygiene (toileting)
  - b. weighs patients and measures intake and catheter output
  - c. collects urine and stool specimens as required
  - d. monitors and reports any changes in patient behaviour and condition to nurse in charge
  - e. distributes meals and prepares snacks and coffee
  - f. spoon feeds meals and snacks to patients as required
  - g. provides special attention to special needs patients as required by monitoring and recording behaviour every 15 minutes and reporting observations to nurse in charge
  - h. lifts and turns non-ambulatory patients to prevent bed sores
  - i. restrains aggressive or violent patients when necessary
2. Participates in rehabilitation, motivation and self-care programs for patients
  - a. reports patient behaviour to the therapeutic team
  - b. transports and escorts patients off the wards and grounds to various social and recreational events
  - c. instructs and encourages patients to develop social skills and to participate in activities
  - d. escorts patients to and from other departments in the hospital
3. Performs other related duties
  - a. participates in therapeutic team meetings
  - b. makes beds, assembles patient clothing and linen and takes soiled linen to laundry chute as required
  - c. maintains a clean and safe environment on the ward
  - d. operates equipment to lift patients in and out of tubs for washing and in and out of beds and wheelchairs
  - e. distributes cash from patient's comfort allowance or makes orders against allowance on patient's behalf
  - f. provides orientation to new employees



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></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><b>MENTAL DEMANDS</b></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, collect and measure specimens and record patient information.</p>	C	60
3	<p><b>INTERPERSONAL COMMUNICATION SKILLS</b></p> <p>Persuasion required to use basic counselling skills to encourage cooperation and acceptable behaviour of psychiatric patients.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Significant coordination and dexterity required to apply physical restraint techniques to control aggressive or violent patients.</p>	D	22.5
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></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 personal care of patients; escort patients on outside activities; report patient behaviour to the nurse in charge.</p>	B	30
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Limited financial responsibility to distribute cash from patient's comfort allowance or make orders against allowance on patient's behalf.</p>	B	10

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
7	<b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b> Minimal responsibility to record observations of patients on special attention and submit to supervisor.	A	5
8	<b>RESPONSIBILITY FOR HUMAN RESOURCES</b> Limited responsibility for human resources to provide informal orientation to the workplace to new employees.	A	5
9	<b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b> 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	<b>SENSORY EFFORT/MULTIPLE DEMANDS</b> Intense requirement to almost always attend to needs of patients and deal with interruptions, while providing personal care.	D	18
11	<b>PHYSICAL EFFORT</b> Very heavy physical effort to frequently lift and turn residents who may be resistant, while providing personal care.	F	30
12	<b>SURROUNDINGS</b> Exposure to unpredictable institutionalized patients almost always while providing direct personal hygiene care.	E	12
13	<b>HAZARDS</b> High level of exposure to hazards from the possibility of contact with infectious diseases while attending to the personal health care needs of institutionalized patients, almost always.	E	12

Total Points: 349.5

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