

Position: **Benchmark Job #146**

Ministry: Social Services

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

Branch: Woodlands

Level: Range 9

Location: New Westminster

NOC Code: 3413

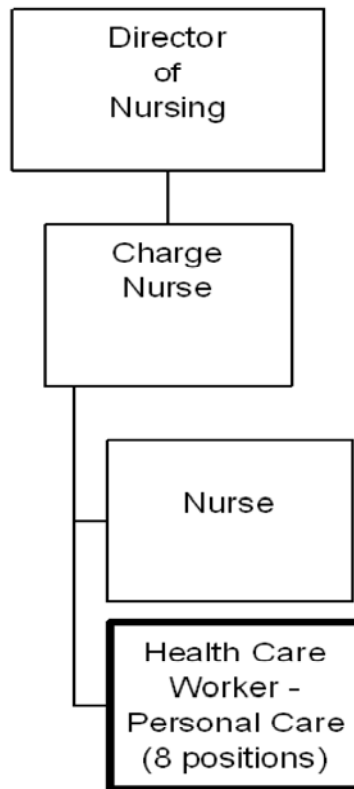
PRIMARY FUNCTION

To provide care, attend to the day-to-day needs of residents and participate in recreational, occupational therapy and education programs for residents.

JOB DUTIES AND TASKS

1. Provides care and attends to the day-to-day needs of clients
 - a. distributes meals and snacks and applies feeding techniques to assist residents with eating
 - b. assists with dressing and grooming and provides bed pans, pots and urinals for physically handicapped residents
 - c. conducts or assists with programs to encourage toilet training habits, mealtime manners, appropriate social behaviour and proper care of hair, skin and teeth
 - d. restrains and secludes aggressive or violent residents if necessary
 - e. uses weigh scales, hoist lifts, wheel chairs, stretchers, and bath chairs while attending to residents
 - f. ensures that residents are appropriately dressed for weather conditions
 - g. monitors and reports on changes in resident behaviour and condition
 - h. lifts and turns non-ambulatory residents to prevent bed sores
 - i. closely monitors special needs patients and reports condition
 - j. discusses patient care and progress with other members of inter-disciplinary team
2. Participates in recreational, occupational therapy and educational activities for residents
 - a. reports patient behaviour and progress to therapeutic team
 - b. assists with recreational, occupational therapy and educational activities for residents including social outings, housekeeping activities, entertainment, religious activities and sports activities
 - c. escorts residents off-grounds to various activities or to other areas of the institution
 - d. purchases clothing and other items for residents using resident comfort and clothing allowances
 - e. documents resident program data as required
3. Performs other related duties
 - a. maintains clean and hygienic environment including making beds, removing soiled linen, storing clean linen and cleaning areas
 - b. washes and dries resident clothing
 - c. reports damage and repairs needed to furniture, resident clothing and equipment.
 - d. responds to first aid calls on a rotational basis

e. trains employees in CPR and back science



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 perform personal health care duties such as feeding, grooming and dressing for mentally/physically disabled residents, monitor and report patient behaviour, escort patients on outings and participate in recreational, occupational therapy and educational activities for residents.</p>	C	60
2	<p>MENTAL DEMANDS</p> <p>Judgement to recognize differences in a variety of know situations and determine the priority of tasks to attend to and monitor the personal care needs of mentally/physically disabled residents, monitor patient behaviour and condition and report observations to professional staff, conduct hygiene or social skills activities.</p>	C	60
3	<p>INTERPERSONAL COMMUNICATION SKILLS</p> <p>Persuasion required to use basic counselling skills to encourage mentally ill patients to cooperate in attending to personal needs.</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 patients in an institution.</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, inform professional staff on behaviour or health changes and provide input to therapeutic activities such as social, housekeeping and sports.</p>	B	30
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES</p> <p>Limited financial responsibility to purchase clothing and other items for residents by using patient's comfort and clothing allowance.</p>	B	10

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
7	RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Some responsibility to use mobile lifts, wheel chairs, and stretchers while attending to the personal care of patients.	B	10
8	RESPONSIBILITY FOR HUMAN RESOURCES Responsibility to provide formal instruction to new employees on CPR and back science.	B	9
9	RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Considerable care and attention to provide direct personal care such as feeding, grooming, bathing and dressing, to patients in an institution.	E	40
10	SENSORY EFFORT/MULTIPLE DEMANDS Intense requirement to almost always attend to needs of patients and deal with interruptions.	D	18
11	PHYSICAL EFFORT Very heavy physical effort to frequently lift, push and pull patients, who may be limp, resistive or physically disabled, while attending to their personal care.	F	30
12	SURROUNDINGS Exposure to providing direct personal hygiene care to institutionalized patients almost always.	E	12
13	HAZARDS High level of exposure to hazards from the possibility of contact with infectious disease while performing personal health care for mentally disabled patients, almost always.	E	12

Total Points: 358.5

Level: Range 9