



Job Description

IDENTIFICATION

<i>Position Number</i>		<i>Position Title</i>	
U05-104 to U14-104		Long Term Care Aide – Continuing Care	
<i>Department</i>	<i>Position Reports To</i>		<i>Site</i>
Continuing Care Services	Manager, Continuing Care Services		Continuing Care Services- Woodland Manor and Woodland Manor Extension

PURPOSE OF THE POSITION

The Long Term Care Aide (LTCA) is an unregulated member of the client care team, who provides personalized care for clients by assisting with activities of daily living (ADL), ensuring safety and comfort, maintaining hygiene and by treating all clients with respect and compassion. The incumbent acts as a client advocate and facilitates communication between the client, family and other health care professionals to meet their physical, psychosocial, spiritual, cultural and educational needs. The LTCA maintains core competencies and setting specific competencies as appropriate.

SCOPE

This position may be located at one of the Hay River Health & Social Services Authority (HRHSSA) locations. They include the Hay River Regional Health Center (HRRHC), the Gensen Building, Woodland Manor, Supportive Living Services and/or Náydi Kúé . The HRHSSA is an accredited, integrated health authority that provides the following services: 19 acute inpatient beds (14 Community Support Beds, 1 Family Suite (Palliative), 2 Secure Rooms, 2 Observation beds), Emergency and Ambulatory Care, including dialysis and endoscopy; Midwifery Care and Delivery; 25 Long Term Care beds; Supportive Living Campus, a Territorial campus providing 11 permanent residences; Diagnostic Services (Diagnostic Imaging, Ultrasound, Mammography); Laboratory; Medical and Specialty Clinics including Diabetes programming; Social

Programs (Community Counselling, Healthy Families and Child and Family Services) Community Health and Home Care, Rehabilitation which include Physiotherapy, Occupational Therapy and Speech Language Pathology; and a full range of Support Services.

This position provides services to the Long Term Care Department which includes 23 Long Term Care beds and 2 respite beds at Woodland Manor. Under the direction of the Manager of Continuing Care, Resident Care Coordinator (RCC) and/or Licensed Practical Nurse (LPN), the incumbent provides basic care to the residents in the Long Term Care programs. These services include geriatric, palliative, respite or convalescence. The delivery of services has a direct impact on the quality of life and satisfaction for the residents and their families.

RESPONSIBILITIES

- 1. Under the direction of the Manager of Continuing Care, RCC, and/or LPN, the LTCA provides basic care to residents and their families in accordance with HRHSSA policies and procedures, to aid in the residents' recovery, to achieve their maximum independence and quality of life, provide a secure, comfortable home-like environment and support the resident in a peaceful death.**

Main Activities:

- Is aware of the Care Plan developed by the interdisciplinary team members, as communicated verbally and through written documentation.
- Assist clients in activities of daily living, personal hygiene, grooming, skin care, mobilizing, and eating and toileting regimens.
- Assist clients with physical and occupational activities that include range-of-motion exercises, bed transfers, lifting, walking, as directed by the Rehabilitation Team.
- Maintain a safe, clean and orderly environment for clients.
- Assure adequate supplies are assembled in designated areas.
- Engage the client in recreational activities as appropriate.
- Respect the client's individuality as a person and with cultural differences.

- 2. Under the direction of the Manager of Continuing Care, RCC, and/or LPN, the LTCA will provide nursing care to residents to enhance the recovery period and to support the end of life in accordance with HRHSSA policies and procedures.**

Main Activities:

- Support clients to maintain independence and to meet their care needs according to individual care plans.
- Observes and appropriately communicates clients' responses to care to the Manager, RCC, and/or LPN, including signs, symptoms, and changed circumstances that fall outside the parameters defined in the Care Plan.
- Measure vital signs, pain, height and weight.
- Apply routine splints and orthotic devices.
- Support care activities such as ostomy care, respiratory and catheter care, specimen collection, wound care and suctioning.
- Collect and label specimens.

- Accompany residents requiring services at other facilities, as needed.
- Administering feeds via nasogastric or gastrostomy tube via feeding pump.
- Responds appropriately to clients' behaviors, within the limits of their knowledge and ability.
- Recognizes challenges related to vision, hearing, speech, and language, cognition and adapts care to minimize these challenges while promoting patients health and independence.
- Uses equipment and supplies according to established standards, procedures and policies.

3. The LTCA maintains client records in accordance with the policies and procedures to ensure that the clients' current health status is communicated to the health care team.

Main Activities:

- Share information in a safe, ethical, and respectful manner based on the needs of the client.
- Supports the development of individualized Care Plans and implements the Care Plan within the limits of their knowledge, experience and capability.
- Assists in the coordination of clients' documentation.
- Appropriately documents observations and the care provided on the health care record in a timely manner.
- Participates in opportunities for staff collaboration such as staff meetings, huddles and tailgate meetings.
- Report any problems, hazards, and security issues appropriately.

4. The LTCA performs other general duties to ensure effective operation of activities in the LTC Service areas.

Main Activities:

- Participates in staff development and committees;
- Assistance with meal services (preparation of snacks, serving, feeding, and post-meal clean-up);
- Laundering of personal clothing of the residents;
- Light housekeeping duties including bed making/changing, emptying trash, cleanup of minor spills, and general tidying of resident rooms;
- Other related duties as assigned.

POSITION ROLE IN CLIENT & STAFF SAFETY:

The HRHSSA is committed to creating a culture of safety throughout the organization. A culture of safety is necessary to provide optimal care to our clients, and a healthy workplace for staff. An organization with a culture of safety is characterized by several elements:

- Client-centered care;
- Healthy workplace;
- Open communication; and a
- Blame-free and accountable environment.

All staff throughout the organization shares the responsibility for client and staff safety by:

- Demonstrating a commitment to safety;
- Complying with safety policies, procedures and best practices;
- Identifying and reporting safety issues; and
- Participating in safety initiatives.

KNOWLEDGE, SKILLS AND ABILITIES

- Well organized
- Flexible and resourceful
- Able to multitask
- Mature and dependable
- Good physical and mental health
- Effective time management skills
- Demonstrate to be understanding, patient, gentle and non-judgmental
- Able to work independently and as a team member
- Good to excellent communication skills both written and verbal
- Ability to understand and relate to clients in a caring and respectful manner
- Ability to communicate effectively to people in a cross-cultural setting
- Able to use tact and judgment in dealing with difficult situations
- Initiative to seek advice and guidance by supervisor and staff that are more skilled
- Class 5 driver's license and a willingness to transport residents in HRHSSA vehicles.
- Must be able to acquire within a reasonable time frame and remain current with the Non-Violent Crisis Intervention certification.

This level of knowledge is acquired through successful completion of Grade 12/ GED and a minimum 20-week certificate program as a Health Care Aide, by a recognized college and/or vocational school in Canada. Previous experience as a Long Term Care Aide is desirable but not mandatory. CPR, Handwashing, Back Injury Prevention Program and WHMIS certification are required with annual recertification. Occupational Health and Safety Training, Fire Training required when offered. Supportive Pathways Education and Non-Violent Crisis Intervention training is required, when available. Previous experience as a Health Care Aide or Personal Care Aide is desirable. First Aid Certificate is desirable. Other mandatory training may be required by the HRHSSA.

Criminal Record Check

Employment with the Hay River Health & Social Services Authority is contingent on providing a satisfactory criminal record check including the vulnerable sector check to the Human Resources Office prior to the official start date of a position.

WORKING CONDITIONS

Physical Demands

The LTCA is required to bend, lift, pull, push and stand for long periods. Transferring clients in and out of beds to wheelchairs, tubs, etc. and standing for long periods feeding or delivering client care. All of these activities are done in moderate intensity for the length of his/her shifts. These activities can lead to back, neck and extremity strain and injury.

The LTCA is required to work in limited and restrictive space like the client's washroom. This awkward bending or twisting promotes poor body mechanics and can lead to injury.

Environmental Conditions

Exposure to human waste. The LTCA is at risk for injury while transporting clients (confused, or cognitively impaired) and can be exposed to volatile situations as a front-line worker.

Sensory Demands

All senses must be acutely aware in observing clients and their environment.

Mental Demands

The environment is dynamic and constantly changing. Therefore, the incumbent has no control over their work pace.

A constant disruption of work schedules, create mental and/or emotional fatigue.

The incumbent could be subjected to physical and/or verbal abuse.

Being exposed daily to emotionally disturbing experiences and at times a turnover of staff can lead to mental and/or emotional fatigue and stress.

Being exposed to death/dying and other unpredictable situations.

Family members can be demanding and lack understanding of the limits to care in a facility, causing stress for incumbents - occasionally - some control.

CERTIFICATION

Position Number:

<p>_____ Employee Signature</p> <p>_____ Printed Name</p> <p>_____ Date</p> <p>I certify that I have read and understand the responsibilities assigned to this position.</p>	<p>_____ Supervisor Title</p> <p>_____ Supervisor Signature</p> <p>_____ Date</p> <p>I certify that this job description is an accurate description of the responsibilities assigned to the position.</p>
<p>_____ Director/Chief Executive Officer Signature</p>	<p>_____ Date</p>
<p>I approve the delegation of the responsibilities outlined herein within the context of the attached organizational structure.</p>	