Health Care Aide (Casual)

United Active Living Inc. is a leader in the development and implementation of programs and services that support residents to “Live Well in Our Community.” United Active Living Inc. integrates new and creative ways to enrich life experiences, provide growth and inspiration, and promote independence for individuals in the community.

The Position

The primary responsibility of the Health Care Aide is to assist and support residents with those activities of daily living that residents are unable to perform without help, maintaining at all times residents’ independence and freedom of choice. Assistance with support services, health maintenance activities and social activities is provided as needed and wanted by each resident. All responsibilities will be conducted in a manner that is consistent with all applicable legislation and the values of United Active Living.

Responsibilities

Activities of Daily Living (ADLs):
Provides assistance with:

- Dressing and undressing.
- Bathing.
- Personal Hygiene (shaving, dental hygiene, nail care, hair care, foot care).
- Mobility devices (cane, walker, wheelchair, crutches) including monitoring of safe transfer and ambulation techniques.
- Care of ADL devices such as eyeglasses, contact lenses, and hearing aids.

Instrumental Activities of Daily Living:
Provides assistance with:

- Daily tidying, emptying trash, cleaning bathroom, bed making, and bed changes.
- Personal laundry and bedding.
- Telephone (assists with calls, hearing and vision adaptive devices).
- Escort’s residents to activities.
- Residents’ personal correspondence.
Medication Assistance:
Provides assistance with:

- Self-administration of medications, including monitoring of medication supplies and documentation.
- When delegated by the Homecare Case Manager, assist residents with medication administration including documentation.

Health Maintenance and Monitoring:

- Follows care plans established by the Manager Resident Care and Team Leader.
- Understands the process for delegations of health care procedures and accepts assignments that are delegated appropriately by health care professionals.
- Observes and reports changes in residents’ physical condition and cognitive/emotional status to the Team Leader.
- Consults with Team Leader to suggest needed alterations to authorized support services.
- Understands common health-related conditions and basic needs of residents.
- Understands respite care and ways to support family caregivers.
- Understands palliative care and ways to support family caregivers.
- Includes family members/significant others when interacting with residents, as appropriate.
- Monitors for environmental safety hazards.
- Reports and records incidents, errors, or accidents.
- Records observations accurately and documents service provided and resident-related events.

Dining:

- Assists in a variety of tasks related to dining (escort residents to meals, cut up meat, feed resident)
- Provides tray service for residents who are ill.
Activity Program:

- Participates in and supports the resident-centered activity program.

Responsibility and Accountability:

- Demonstrates an appreciation of the heritage, values and wisdom of the residents and an understanding of the aging process, and/or living with a disability.
- Acts as an ambassador and public relations representative when dealing with the public.
- Maintains own competence.
- Attends and participates in staff meetings.
- Participates in in-service, projects or committees, as required.
- Understands the importance of and maintains resident confidentiality.
- Demonstrates safe practices for residents including first aid techniques.
- Demonstrates safe practices for self, including back care and universal precautions.
- Cooperates with other health team members to provide resident care.

Resident Focussed Decision Making:

- Respects resident rights.
- Supports resident rights to make choices.
- Supports resident rights to risk to retain independence.
- Prioritizes authorized support services with residents.
- Completes support service responsibilities agreed upon with residents that are consistent with the plan of care.
- Establishes trust and partnership so residents express opinions and concerns about care.

Resident Outcomes:

- Responses of residents and needs for intervention will be evaluated at regular intervals. Outcomes of support services include the following:
Residents participate in personal care, household management and decision making to the extent determined by their health status, willingness and expectations.

Residents indicate comfort, control and involvement in the management of their personal care and household management.

Residents maintain optimal independence; remaining responsible for tasks they are able to perform.

Residents express satisfaction with support services received.

Qualifications

- Preferably a Grade 12 Diploma or an equivalent combination of education and experience
- Provincially accredited Health Care Aide course completed or in progress.
- Must be able to read, write and speak fluently in the English language.
- Ability to communicate in another language an asset.
- Preferences given to individuals with experience providing assistance and support to the elderly and/or disabled in a community setting.

HOURS OF WORK: Days, evenings and nights as required to provide 24hr, 7-day/wk care for residents.

How to Apply

Please apply online or send your resume in confidence to: careers@unitedactiveliving.com

United Active Living will only contact those candidates being considered for an interview. We appreciate your interest in this opportunity and thank you for your application. By submitting your resume, you agree to United Active Living sharing your information with those responsible for the hiring process. United Active Living will keep your resume on file for one year and protect your personal information according to our privacy policy and governing privacy legislation.