

Job posting: Personal Support Worker
Manual: Human Resources
Reports to: Director of Care

Approved by: CEO

ABOUT SHALOM VILLAGE

Shalom Village is a non-profit campus of care that specializes in the health and wellbeing of Hamilton area seniors. We provide an unwavering commitment to making every day the best day possible for the seniors who depend on Shalom Village services and programs.

Through their dedication, training and commitment to seniors, our team members transform the lives of older adults through a variety of programs and services, including long-term care, senior living apartments, fitness, community wellness and social programs.

Our long-term care services provide a homey environment and programs for frail seniors, while our independent living apartments are perfect for more active seniors. Our fitness and community programs support local seniors living at home, while also providing them with the opportunity to socialize with their peers, learn new skills, and stay healthy and fit. ***Shalom Village has something for every Hamilton senior!***

**Founded by the Jewish Community, for the benefit of all individuals throughout the Hamilton Region, our Jewish values and traditions ensure that all residents & participants, benefit from the respect, compassion, and dignity inherent in the Jewish faith. Shalom Village welcomes and celebrates individuals from all backgrounds and faiths.

MISSION, VISION & VALUES

Our Vision: Honouring our Fathers and our Mothers

Our Mission: To provide opportunities for the continuity of life interests, values, and relationships for those who need supportive housing, long term care, convalescent care, adult day services and specialized fitness facilities within the context of Jewish Values and Kashruth. We want all those who need our services to feel AT HOME.

Our Values: At Shalom Village we use the acronym AT HOME to provide a clear link between our vision, mission, values, and most importantly how these guiding principles are brought to life for all who live, work, volunteer or visit at Shalom Village.

Acknowledge: We will listen to each other and commit to being approachable, trustworthy, and helpful while valuing each person's contributions, perspectives and differences.

Together: We will support each other and believe that together we can achieve anything.

Home: We will create a feeling of comfort, trust, familiarity, and safety that honours Jewish Values and brings about each individual person's feeling of being at home.

Organization: We will strive for learning, innovation, accountability, transparency, and excellence in all we do.

Memories: We will share memories and create new ones through relationships, sharing, and celebrations.

Enablement: We will empower, encourage, and focus on each other's strengths to make possibilities possible and accomplish our goals.

As a charity that depends on donor support, Shalom Village Staff play a vital role in our ability to deliver the lifesaving programs that benefit Shalom Village residents and participants. It is crucial that staff members believe-in the power of fundraising to bring people together to support the hundreds of seniors whose lives we impact every day. Our staff members are important ambassadors, donors, and members of the Shalom Village Family. We encourage all staff to join us as we work together to improve the lives of Hamilton area seniors.

Job Description:

Registered Nurses at Shalom Village support and embrace our resident-centred social culture and be proud to deliver the highest quality of personal and nursing care to our residents. As key members of our multidisciplinary teams to understand residents' individual needs, provide clinical leadership and guidance to colleagues and advocate for residents to actively participate in decisions about their care.

Registered Nurses (RN) at Shalom Village foster exemplary relationships with residents, their families and the Village team to deliver holistic care to our residents and provide specialized clinical services including Trach Care, Advanced Wound Care, Catheters, Tube Feeds and IVs. They support clinical programs and quality of life initiatives and strive to continuously improve the quality of care services provided to our residents.

Our Registered Nurses (RN) maintain plans of care (or service plans) in accordance with administration policies, physicians' orders and standards of the College of Nurses and are quickly able to identify, address and report any changes in the resident's well-being to the multidisciplinary team and Director of Care.

Responsibilities:

Perform all duties in accordance with the Mission Statement, Organizational, Philosophy and administrative policies and standards of Shalom Village.

Effectively utilizing the nursing process to provide high quality nursing care to residents

Supervisory duties including ensuring excellent care services to residents and providing mentoring/education/guidance to care team on an ongoing basis

Assessments of residents moving into Seasons community and following up with residents throughout the transition to community (6-month re-assessments of residents per RHRA regulations, as health care changes)

Establish priorities based on individual resident needs

Providing person centered service plans

Ensuring compliance with Resident Assessments/Service Plans (PCC) while following community specific policies, procedures, and all applicable regulations

Risk management by adhering to thorough monthly care related audits

Medication administration. Point-Click-Care (PCC) knowledge is considered an asset

Qualifications or Skills Required:

Current Registered Nurse License and is in good standing with the CNO

Current First Aid and CPR certification

Strong verbal and written communication skills

Must be prepared to respond to emergency situations

Experience working with seniors in a retirement or long-term care facility environment is considered an asset

Strong leadership and supervisory skills in relation to both residents and care staff

Display a caring and respectful attitude toward our residents, families, and team members

Understand the physical, mental, and emotional demands of the RN role

Knowledge of relevant policies, procedures, legislation and regulations applicable to the long-term care sector, including the Long-Term Care Homes Act, 2007 and Health & Safety are considered an asset

Experience in Geriatric nursing, also considered an asset to our team

COVID-19 considerations:

Shalom Village implemented heightened precautionary protocols in all of our homes. We continue to follow the advice of provincial and federal governments, our sector regulators and local Public Health agencies.