

Personal Support Worker

Who We Are

For over 100 years, The Elliott Community has had the privilege of providing care to citizens of Guelph and surrounding area. The Elliott offers resident-centered living choices for every stage of life, including independent living, retirement living and long term care. As a not for profit, charitable organization, we are dedicated to providing the highest quality of life for our residents in a caring and inclusive home-like community.

The Opportunity

As a member of the interdisciplinary team, the PSW provides person centered care to residents living in our home. The PSW plays an integral role in creating a home-like environment where residents' physical, psychosocial, emotional and spiritual needs are supported. The PSW recognizes the uniqueness of each resident and puts people before tasks working within an emotion-focused, relationship based model of care.

Responsibilities and Duties

- Committed to putting people before tasks, providing care that is person-centred and supports choice and independence for each resident.
- Assists residents with personal hygiene and grooming and follows established care plans and procedures, reporting changes to the RPN/RN.
- Encourages meaningful, relaxed, social mealtimes for residents and team members. Assists residents with meals and supplements as directed and documents food intake in POC.
- Supports a whole-team approach to resident engagement; promotes and participates with residents in programs, activities, household tasks and conversation.
- Contributes to the development of a healthy working atmosphere by giving mutual respect, supports colleagues, using open communication and understanding.
- Provides physical comfort and supportive care to residents, always treating each with dignity and respect.
- Answers call bells promptly.
- Is attentive to the requests and concerns of family, and will redirect where appropriate.

The Ideal Candidate

- Must have a PSW Certificate from a recognized college or enrollment in a Nursing program from an accredited college/university.
- Gentle Persuasive Approaches (GPA) to Dementia Care Certificate preferred.
- Ability to demonstrate compassion, validate emotions, support dignity, and promote understanding of those living in long-term care.
- Must be able to work collaboratively with others.
- Physically able to lift, bend, stoop, transfer a person, push a wheelchair/cart with supplies. Have good physical and mental stability.
- Vulnerable Sector Search Criminal Record check.
- Must maintain an up to date immunization record including COVID-19 vaccination series, annual influenza and TB screening.

What We Offer

- A competitive compensation package including shift premiums for evenings, nights and weekends, with participation in the OMERS pension plan and extended health and dental benefits for qualifying staff.
- A flexible work environment and an opportunity to collaborate with goal oriented professionals and make meaningful contributions to the lives of our residents.
- 2025 Starting Wage
\$24.45 (plus an additional \$3 per hour Wage Enhancement from the ministry, if working in Long Term Care)

How to Apply

If you thrive in a value based, performance driven environment and enjoy a challenge, please send your resume to humanresources@elliottcommunity.org

The Elliott Community is an equal opportunity employer that values diversity in the workplace. We are committed to building a diverse and inclusive workforce that reflects the diversity of the community we serve. We welcome and celebrate the valuable differences among each of us and accept applications from all qualified persons.

We are happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance (In compliance with AODA, 2006, Integrated Accessibility Standards 2011, Employment Standards). If you require assistance in completing a job application due to a disability please contact Human Resources directly. Information collected during this process will be used for recruitment purposes only.

As a health care institution, our highest priority is the safety of residents, staff and families. As a result, we are adopting all prevention measures to ensure the safety of our residents, staff and families. Therefore, any offer of employment is conditional upon you submitting proof that you have been fully vaccinated with a Health Canada or World Health Organization (WHO) approved COVID-19 vaccination as soon as possible and no later than fourteen (14) calendar days prior to the effective start date, in addition to maintaining your fully vaccinated status on an ongoing basis, subject to any accommodation required by applicable human rights legislation. If a candidate fails to satisfy this condition (or any other condition(s) set out in an offer), any offer of employment shall be immediately rescinded. A VSS criminal record check, TB testing and annual flu shot is also required.