

## Personal Support Worker

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### 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 a range of services to tailor care for each resident at every stage of life, including Long Term Care, Retirement, Life Lease and Respite Care. As a not for profit, charitable organization, we are dedicated to providing the highest quality of life for our residents, The Elliott has a unique philosophy formed on family values.

### The Opportunity

As a member of the nursing department and interdisciplinary team, the PSW is responsible for providing direct personal care. This care focuses on meeting the physical, psychosocial, emotional and spiritual needs of the resident.

### Responsibilities and Duties

- Is committed to providing care based on the philosophy of the facility.
- Assists residents with personal hygiene and grooming and follows established care plans and procedures, reporting changes to the RPN/RN.
- Ensures nutritional intake is adequate by assisting resident to consume meals and giving supplements.
- Encourages residents to participate in recreational programs and promotes independence based on their own capabilities.
- 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 communicate well with seniors and excellent interpersonal skills.
- 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.
- Must be able to work effectively with cognitively impaired residents, particularly those who may be physically challenging.
- 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 in the lives of our residents.
- 2024 Starting Wage  
\$23.74 (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](mailto: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. Vaccines are a proven, safe and powerful weapon in our battle against COVID-19. Now that vaccines are widely available and recognizing that our staff are already vaccinated against influenza and Covid-19, vaccination will be an enduring condition of employment for all new hires, except when impossible due to legitimate, established exceptions. Covid-19 vaccination status must be consistent with the prevailing definition provided by The Ministry of Health and LTC: a person who has received all recommended COVID-19 vaccine doses, including any booster dose(s) when eligible.