



Job Posting

Job Title:	Personal Support Worker (PSW)
Reports to:	Manager, Resident Care
No. of Positions:	1
Employment Status & Duration:	Permanent Full-Time; 36 hours per week (Averaged over 4-week scheduling cycle)
Job Evaluation Band:	Professional 2 – Clinical (\$22.28 – 27.81/hour based on experience in palliative care)

About the Organization

Carpenter Hospice is an 11-bed home in the heart of Burlington that offers resident-based care to individuals in the last stages of their lives, and community-based programs for individuals dealing with grief or a life-limiting illness. It is an exciting time to join Carpenter Hospice as we expand our resident and community services in Burlington and surrounding areas.

Job Summary

The Personal Support Worker (PSW) assists with the resident's personal care and daily living activities, while under the supervision of the Manager, Resident Care and the direction of the Registered Nurse or Registered Practical Nurse. As part of the interdisciplinary team, the PSW contributes to the development, implementation and communication of the resident's care plan and reports any substantial findings and/or changes in resident's condition and actively contributes to solutions. The PSW provides high quality end of life care utilizing highly honed observation and communication skills.

Duties and Responsibilities

- Provide direct personal care including but not limited to personal hygiene, mobility/safety, toileting, and nutritional needs
- Conduct clinical assessments and assess the need for Registered RN/RPN assessment
- Assisting with ambulation, positioning, and transferring using mechanical lifts such as a Hoyer lift
- Documents appropriately in charts
- Perform housekeeping duties such as cleaning, laundry and preparing meals as necessary
- Assist with stocking of supplies and resident care inventories
- Provide care of body after death
- Other duties as required.

Job Requirements

- Current Personal Support Worker certification with good clinical, observation, and communication skills
- Minimum 2-year experience working in palliative care
- Fundamentals of Palliative Care Certification an asset
- Some experience working with community-based support or services preferred
- Willingness to work as part of a team, under the direction of the Manager, Resident Care or their designate
- Excellent interpersonal skills, able to communicate in a sensitive and compassionate manner
- Good judgement
- Culturally sensitive
- A satisfactory current criminal reference check (CPIC) including for Vulnerable Populations



Schedule of Hours

- 36 hours per week (Averaged over 4-week scheduling cycle)
- Shifts are twelve (12) hours (day/night, weekends and holidays)

Working Conditions

- Interact with residents, family members, staff, and other agencies
- Intermittent physical activity including walking, standing sitting, lifting, and supporting residents
- Ability to move/lift 20lbs repeatedly and without restrictions
- Ability to sit or stand for long periods of time
- Ability to walk, reach with hands and arms, twist, stoop, kneel or crouch using safe body mechanics
- Ability to work safely with bodily fluids and potentially infectious diseases, using personal protective equipment when required
- Ability to work safely with hazardous materials such as oxygen, cleansers, medications etc.

How to Apply

Please submit your resume and a cover letter to hr@thecarpenterhospice.com and use the subject line: **[Job Title]**

Application – Your Name. We appreciate the interest of all the applicants. However, only qualified candidates selected for interviews will be contacted. Reference checks will be conducted for potential candidates and the information collected will be used in making the final hiring decision.

Equity and Accessibility Statement

At Carpenter Hospice, we are committed to fostering an inclusive and accessible environment. We are dedicated to building a workforce that reflects the diversity of the community. Accommodation is available upon request throughout the recruitment process. We encourage applications from individuals of all backgrounds and abilities.