



POSITION TITLE: Mental Health Support Worker	POSITION NUMBER: 83908, 97922, 83912, 83938, 93157, 83942, 83939, 93322, 93212, 93159, 93158, 93160, 94006, 93847, 96210, 99510
REGION: Provincial Assessment Centre	LOCATION: Burnaby
CURRENT CLASSIFICATION LEVEL: Grid 13	DATE: June 30, 2011
SUPERVISOR POSITION NUMBER 83937, 88537	SUPERVISOR'S TITLE/CLASSIFICATION: Shift Supervisor (Nurse 5)

PROGRAM

Community Living British Columbia [CLBC] delivers support and services to individuals with developmental disabilities and their families. CLBC staff strives to adhere to the corporate vision ***Good lives in welcoming communities***. The Provincial Assessment Centre (PAC) is the designated tertiary care mental health service for individuals aged 14 years and older who have a developmental disability and a concurrent mental illness or behavioural concern. PAC is the only center in BC that provides specialized inpatient assessment and treatment for dually diagnosed individuals.

PURPOSE OF POSITION

Under the direction of the Shift Supervisor/Nurse in Charge, and as a member of the behavioural support team works collaboratively to provide psychiatric and physical care for individuals admitted to PAC. Follows the behavioural support plan, provides input, develops and implements group and individual goals for individuals and incorporates assessment, observation, plans and participates in both group or individual day to day care activities and interventions.

JOB DUTIES AND ACCOUNTABILITIES

Assessment, Observation, Programming and Intervention (90%)

- Participates with the multi-disciplinary team by providing input with respect to assessment, development, activation and evaluation of behavioural support plans and programs.
- Monitors and reports on changes in resident behaviour and condition
- Plans and carries out one-to-one and group activities in consultation with the care team
- Assists individuals to learn problem solving methods to meet their optimum levels in the least restrictive manner
- Teaches and supports individuals in psychosocial, life and personal care skills; supports their continuing application through role modelling, problem solving and follow up

- Knows and follows acceptable safety standards and applies them in personal practice and with individuals on the unit
- Follows protocols outlined in the safety plan and the behavioural support plan
- Assists with vocational and social skill development by exposing individuals to new and appropriate learning experiences in the community while at PAC
- Directs and structures activities and programming to a varied population group that encourages participation and learning within a safe and orderly climate
- Helps to maximize group experiences and to build social support networks
- Reports unusual incidents and completes incident report forms for the Shift Supervisor's review
- Maintains individual record keeping information and documents in a clear, concise and accurate format per PAC standards
- Participates as a member of the code white team and utilizes skills as per MANDT training. May restrain and seclude aggressive individuals as per Safety Plan and under the direction of the team.
- May be required to drive and/or escort individuals on outings or to appointments in the community
- Reports any observed defects and needed repairs to the Shift Supervisor
- Participates in in-service educational programs and the orientation of new staff
- Assists in emergencies by initiating CPR or alerting emergency medical services
- Maintains clean and hygienic environment, including making beds, removing soiled linen, storing clean linen and cleaning areas
- Uses weigh scales, hoist lifts, wheelchairs, stretchers and bath chairs while attending to individuals
- Operates equipment to lift patients in and out of tubs for washing and in and out of beds and wheelchairs

Professional Practice (10%)

- Understands and acts in accordance with CLBC policies and procedures
- Participates on a variety of committees and in work groups
- Engages in ongoing in-service training and workshops
- Works in consultation and collaboration with others
- Demonstrates effective verbal, listening and written communication skills
- Facilitates conversation in a manner that is supportive of team work
- Takes responsibility for engaging in conflict resolution, debriefing and review
- Understands and supports the practice of a therapeutic milieu

- Is a good role model by demonstrating acceptable social behaviours
- Is solution focused in understanding goals and plans

EDUCATION & EXPERIENCE

Grade 12 and completion of a Health Care Support Worker Certificate with a focus on mental health and cognitive disorders. Minimum of 3 years experience working with individuals in a related field.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

Mental health and cognitive disorders, mental health practice, concepts of health and healing, and therapeutic relationships in mental health

Working knowledge of progressive verbal and/or physical intervention techniques

CLBC policies and procedures

Values and principles of community living (e.g. inclusion, community participation, citizenship).

Ability to:

Communicate effectively and apply knowledge acquired in Health Care Support Worker Program

Establish and maintain a respectful and facilitative learning environment that involves the individual in a therapeutic partnership

Design, deliver and ensure highly individualized services and supports that focus on the individual's unique identity, culture, individual strengths and which emphasize empowerment, choice and community integration

Ensure safety of individuals and/or staff by using progressive, verbal and/or physical intervention techniques, up to performing restraint techniques.

Well Developed:

Written and oral communication skills

Interpersonal skills: ability to build a rapport with a variety of individuals (verbal and non-verbal).

COMPETENCIES

Listening, Understanding and Responding

Teamwork and Cooperation

Service Orientation

Conflict Resolution

SPECIAL REQUIREMENTS

Possession of a valid class 5 Drivers license. Level 1 Occupational First Aid Certification.
Applicant subject to a criminal record review.

TOOLS / EQUIPMENT

Computer and standard software, personal protection alarms

WORKING CONDITIONS

Rotational work schedule in a 24/7 tertiary mental health facility. Must be prepared to interact with unpredictable, aggressive and acting out individual behaviours.

I confirm that:

- Accountabilities/deliverables were assigned to this position effective; (Date).
- The information in this position description reflects the actual work performed.
- A copy has/will be provided to the incumbent(s).

Name:

Signature:

Date: