



UNION JOB DESCRIPTION

JD113

JOB TITLE:	Psychiatric Rehabilitation Worker	JOB DESCRIPTION NO.:	20038
CLASSIFICATION:	Support Worker 2	GRID/PAY LEVEL:	C34
COLLECTIVE AGREEMENT:	Community Subsector	HSCIS NO.:	81502
UNION:	BCGEU	JOB/CLASS CODE:	20038
PROGRAM/DEPARTMENT:	Mental Health & Addiction Services	BENCHMARKS (If Applicable):	81502
REPORTING TO:	Manager or designate		
FACILITY/SITE:	MHC - 7 OAKS, Glengarry Hospital, Various SI Sites		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Manager or designate, the Psychiatric Rehabilitation Worker participates in the provision of client-focused treatment, rehabilitation and support for persons with mental illness in a residential, community-based facility. Participates as a member of the multidisciplinary team including case management as required. Participates in the planning, development, implementation, delivery, and modification of clinical services in response to identified client needs, within the program's guidelines. Motivates, assists, and instructs clients with the activities of daily living, prepares and escorts patients to off-site activities. Monitors and reports on resident's condition, including reactions to medications. Assesses clients' ability to assume self-care responsibility.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Participates as a member of a multidisciplinary team in contributing to the planning, development, implementation, delivery and modification of rehabilitation services in response to identified client needs by:
 - Assuming case management role as directed by Manager or designate;
 - Developing and recommending rehabilitation plans and team approaches;
 - Observing, assessing, recording/charting and reporting, in accordance with standard procedures or specific directions on the client's condition, skill development, behaviour, and reaction to medication;
 - As determined by the rehabilitation plan, communicating with clients, families and significant others, and relaying their goals, comments and concerns to the team;
 - Recommending adjustments to rehabilitation plans, physical environment and procedures to enhance the development of an individual or the program;
 - Ensuring residents and guests adhere to safety and security procedures, and reporting incidents or problems in accordance with standard procedures or specific directions;
 - Working with resident, team and external agencies to prepare resident for transition to community living;
 - Contributing to team decision-making regarding the appropriate response to particular incidents or crises; providing information at debriefing and incident reviews;

- Contributing to the development and implementation of policies and procedures for emergencies, incidents of aggression and general risk management.

2. Follows individual rehabilitation plan formulated by multidisciplinary team by:

- Motivating, assisting and instructing residents in care activities, e.g. bathing, personal hygiene, dressing, laundry, clothing repair and replacement, household cleaning, nutrition, meal planning, cooking, feeding;
- Motivating, assisting and teaching clients to manage affairs, e.g. money management, shopping, banking, use of public transportation, participation in recreational and cultural activities;
- Arranging for, preparing clients physically and emotionally, and escorting clients to off-site programs, appointments and other planned events and reviewing such events with clients later;
- Performing and recording the results of routine health activities, e.g. weighing, taking temperatures, pulse and respiration rates, measuring intake and output, and collecting routine specimens;
- Where assigned, advising clients of their rights and obligations related to the Mental Health Act and regulations; ensuring residents' rights of privacy and confidentiality are maintained;
- Assisting clients with group problem-solving and conflict resolution;
- Responding to, and in accordance with standard procedures or specific directions, reporting any unusual or dangerous behaviour, wandering off site by clients, including assessing the potential for harm to the individual client and others;
- Performing housekeeping tasks, e.g. serving meals, making beds, cleaning, laundry, stocking store rooms, etc., when required;
- Lifting, transferring and providing bed patient care, as required.

3. Assists in facilitating the use of community services and resources by:

- Maintaining awareness of, and using community resources and agencies such as education, recreation, life skills and health services; contributing such information to the team for planning of rehabilitation plans, to clients and families where appropriate;
- In accordance with the rehabilitation plan, communicating on behalf of clients to other agencies, e.g. Public Trustee or government ministries;
- Fostering effective working relationships with related outside agencies and services;
- Developing positive relationships with neighbours and general public by describing the role of the Seven Oaks locally when required.

4. Contributes to the monitoring and enhancement of the physical site to provide a safe, non-restrictive environment by:

- Providing input for improvements in the environment;
- Conveying feedback from clients and families regarding the physical site to the Manager/Designate and the team;
- Monitoring safety of buildings, equipment and supplies and reporting problems to the mental health nurse on duty and the team.

5. Performs other duties as required.

QUALIFICATIONS:

Education, Training And Experience

Grade 12 graduation, supplemented by post-secondary courses dealing with mental illness. Minimum two years recent related experience working with persons with mental disorders, including teaching life skills, or an equivalent combination of relevant education and experience. Certificates in CPR and Food Safe. Must hold a valid BC Driver's Licence and if required, must be able to obtain a class 4 Driver's License. Knowledge of the Mental Health Act as it applies to the rights and obligations of clients and staff in the facility. Understanding of the principles of psychosocial

rehabilitation, using a client-centered approach.

Skills And Abilities

- Ability to communicate orally and in writing, and maintain required confidentiality.
- Ability to develop and maintain rapport with clients and employ such rapport to enable clients to understand their illness and the rehabilitation process.
- Ability to work effectively as a member of a multidisciplinary team.
- Ability to employ aggressive behaviour management techniques.
- Ability to exercise judgement in keeping with program philosophy, when supervisor is unavailable for consultation.
- Physical ability to perform the duties of the position.
- Ability to operate related equipment.