



Are you a compassionate individual who is highly adaptive, self-aware, have a desire to make a meaningful difference in a nurturing environment, and a demonstrated ability to connect with all age groups? The ARCH Hospice Team is seeking a casual Personal Support Worker to join them in advancing our vision to provide comfortable end-of-life journeys for all.

Career Opportunity – Personal Support Workers

ARCH Hospice is seeking Casual Personal Support Workers.

Position Description

Posted:	Internally: November 6, 2023 Externally: November 6, 2023
Position Title:	Unionized-Personal Support Worker
Posting Code:	2023-11-06-01
Shifts:	8 hour shifts, Days, Evenings and Nights
Department:	Care Team
Status:	Casual
Rate of Pay:	\$23.17
Reports to:	Clinical Care Team Lead
Application Deadline	Thursday, November 16, 2023 5:00 PM
Application submissions:	Electronically to leithk@archhospice.ca .

General Accountability

As a member of an inter-professional team, the Personal Support Worker provides assistance with all activities of daily living as well as provides end-of-life support to residents and families of ARCH Hospice according to established policies and procedures including: assessing safety and resident needs within your scope of practice, documenting, following care plans and following directions from the registered staff.

Personal Support Workers are expected to foster an environment that is safe and home-like. While performing all duties of the position, the employee will work in a safe and healthy manner and will follow the regulations in the Occupational Health and Safety Act. It is also an expectation that Personal Support Workers behave positively towards



other staff, volunteers, guests, family members, health care professionals and are a positive role model for ARCH in the community when attending ARCH functions.

Qualifications & Skills

The successful candidate requires strong interpersonal skills, good communication and leadership skills and the ability to work well with all kinds of people.

1. A strong dedication to the vision, mission and values of ARCH.
2. Committed to and knowledgeable of hospice philosophy of care.
3. PSW Certificate or the equivalent
4. Palliative Fundamentals training is an asset..
5. Ability to interact with people in a pleasant, professional, responsible and reassuring manner.
6. Strong coping skills, self-awareness and commitment to personal well-being.
7. Strong client focus.
8. LEAP training or commitment to undertake LEAP training.
9. Palliative Fundamentals training or commitment to undertake Palliative Fundamentals training or equivalent within six months.
10. Safe Food Handling Certificate preferred or commitment to undertake certification within six months.
11. Excellent communication and interpersonal skills.
12. Comfort discussing death and dying and ability to work with resident/family living with and dying from advanced illness.
13. Commitment to life-long learning by participating in ongoing education, self-reflective practice and maintaining a strong commitment to professional practice and personal growth.
14. Strong organizational and prioritization skills.
15. Ability to work collaboratively, as part of a team and take direction.
16. Ability to work with and provide direction to volunteers.
17. Demonstrated commitment to quality improvement and taking constructive action to improve quality and safety.
18. Ability to apply common sense and understanding when dealing with problem solving and conflict management.
19. Ability to cook basic meals.
20. Openness to total model of care and broad scope of practice – personal care, cooking, cleaning – and strong commitment to hospice as a home model.
21. Current CPR and commitment to renewal.



22. Physical ability to perform the duties of the position (regularly required to stand, walk, reach, stoop, kneel, crouch and lift and/or move up to 45 pounds).
23. Ability to work days, evenings and night shifts.
24. Computer literate and able to work with Microsoft Suite.

To Apply

Please submit a cover letter and resume to leithk@archhospice.ca by Thursday, November 16, 2023 at 5:00 p.m. In your cover letter, please include the difference you wish to make in our palliative community and why you would be a good fit for this position. Please kindly include "PSW Casual" in the subject line.

ARCH is an equal opportunity employer able to provide accommodations for diverse needs throughout the recruitment process