



Department:	24 th Avenue Facility
Reports to:	Team Lead
Bargaining Unit:	BCGEU
Classification:	Grid 8A
Status:	Regular, Part-time, 4 on 4 off Nights
Wage Range:	\$20.82 - \$22.77/hr

Job Posting Date:	January 22, 2019
Internal Job Posting End Date:	January 29, 2019
Start Date:	February 2, 2019

PROGRAM DESCRIPTIONS

24th Avenue is a 13 bed licensed adult psychiatric residential facility managed by the Canadian Mental Health Association (CMHA); Vernon and District Branch, under contract with the Interior Health (IH).

JOB SUMMARY:

The Residential Mental Health Worker works as a member of an integrated team to provide structured support services to residents. Monitors residents in accordance with established treatment plans and/or care plan; observes resident’s behaviours and symptoms, documents observations in accordance with standard procedures and or providing verbal reports on changes in the resident’s appearance, behavior, and /or health. Provides support to clients in the development and maintenance of life skills. Demonstrates and models appropriate behaviours and provides support in problem solving and decision making. Assists residents with activities of daily living and participates in activities to support skill development.

General Duties and Responsibilities

- Participates in care planning with clients and Residential Facility Team Lead and other team members.
- Performs duties such as reporting observations of client function, mental health status, needs and progress as well as the individual’s preferences, level of acceptance/resistance to services and supports.
- Assist residents in orientation to the residence and community.
- In accordance with established care plans provides education and support to the clients in restoring and developing activities of daily living skills and participates in activities to support skill development, such as, but not limited to:
 - Time management;
 - Money management, budgeting skills, how to access funds and other forms of available assistance;
 - Organization and interpersonal communication;
 - Personal care (e.g.: hygiene, routine);
 - Making and keeping appointments and other aspects of personal organization
 - Household management (e.g.: laundry, cleaning);
 - Menu planning, grocery shopping, meal preparation;
 - Community access to appropriate community resources (e.g.: public transportation);
 - Psycho-Social activities (education, leisure and recreation);
- Safe administration of medication in accordance with the treatment objectives and/or care plans and established policies and procedures.



- Observes and reports any concerns or side effect around medication to Residential Facility Nurse.
- Provides support with practical day to day problem solving for individuals who experience severe challenges in daily living as a result of their mental illness and/or substance use disorder.
- Recognizes and deals with potential emergency situations such as residents' aggressive behavior to ensure no harm comes to the resident or the public. Reports problems to the Residential Facility Team Lead.
- Ensures a safe and healthy working environment by observing universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries, and near misses; and adhering to and enforcing rules, and reporting requirements regarding 24th Ave's safety policies and procedures.
- Participates in staff meetings, quality improvement initiatives, committees and in-services, and maintains up-to-date knowledge through involvement in work-related continuing education, as required by the employer.
- Engages, works alongside, collaborates with, and provides organizational assistance to fellow staff members, and assists with orientation of new staff members.
- Completes and maintains related records and documentation such as care plans, progress reports, statistics and daily logs.
- Performs facility maintenance and housekeeping duties, such as: laundry, sweeping, mopping floors, mowing lawns, clearing snow, supply and food inventory, shopping, and cleaning equipment and common areas.
- Transporting, attending and assisting resident with their medical, dental or other health and wellness appointments.
- Performs other related duties as assigned.

Qualifications:

Education, Training and Experience

- Post-Secondary Education such as Human Service Worker Certificate, Mental Health Worker Certificate, Social Work or related Psycho-Social Rehab training.
- Minimum of two years direct experience working with individuals with a serious mental illness in a rehabilitation setting/model.
- First Aid Level 1.
- Food Safe Level 1.
- Current and valid BC driver's license.

Skills and Abilities

- Demonstrated ability to communicate effectively with the clients, their families, the public, medical staff and the members of the interdisciplinary team using verbal, written and computer communication means.
- Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve effectively.
- Ability to promote client-focused care that demonstrates care for and with clients and significant others, sensitive to diverse cultures and preferences, client advocacy and social justice concerns.
- Ability to transmit information intended to instruct clients and staff about topics essential to health care and well-being.
- Demonstrated working knowledge of mental health issues and treatment in the assigned client population(s).
- Working knowledge of the principles of recovery in mental illness in the assigned client population(s).
- Ability to demonstrate and assist client with development of life skills.



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- Ability to deal effectively with conflict situations, and use non-violent crisis intervention.
- Ability to establish and maintain rapport with clients and to observe and recognize changes in clients and demonstrated ability to develop options and /or recommendations to resolve conflicts and issues.
- Organize and work both independently and as a member of a multidisciplinary team.
- Ability to physically and mentally carry out the duties and responsibilities of the position.
- Establish and maintain a mutually respectful relationship with the residents and staff of the Facility and represents the vision and values of the organization.
- Network and maintain a positive working relationships with other agencies, service providers, case managers, families and other individuals/groups involved in the resident's rehab program.
- Demonstrated computer skills and ability to utilize relevant new technology in workplace including Microsoft Office.

CMHA Vernon Mission:

CMHA facilitates access to the resources people require to improve mental health and community integration, build resilience and support recovery from mental illness through building capacity, influencing public policy, providing services and supports and, developing resources.

Please apply by e-mail and quote job posting id# to:

jobapps.vernon@cmha.bc.ca