

JOB DESCRIPTION

TITLE OF POSITION: DEVELOPMENTAL SERVICE WORKER (DSW)

TITLE OF IMMEDIATE SUPERVISOR: DIRECTOR OF CARE (DOC)

JOB DESCRIPTION SUMMARY:

The Developmental Service Worker is a member of the home care team who works under the supervision of the Director of Care and performs various DSW care as necessary to meet the client's needs. The Developmental Service Worker is responsible for observing client's progress related to care provided, reporting and documenting these observations and care performed. The Developmental Service Worker will be assigned in a manner that promotes quality, growth and development, safety and continuity for client care.

ESSENTIAL JOB FUNCTIONS/RESPONSIBILITIES:

Responsibilities of the Developmental Service Worker include, but are not limited to the following:

1. Provide client care as directed by the Director of Care
2. Assess clients relevant skills strengths, limitations and needs
3. Assist clients to select options and develop alternate plans of action in collaboration with DOC to optimize the client's self-care progress
4. Assist in evaluating the effectiveness of treatment programs by tracking clients behavioral and physical changes in response to the interventions
5. Provide crisis intervention as required
6. Report directly to Director of Care on clients overall progress
7. Provide personal care such as:
 - a. Bathing
 - b. Grooming, including oral care
 - c. Assist the client with clothing selection, dressing and undressing
 - d. Assist the client with toileting activities
 - e. Assist in feeding the client, if necessary
 - f. Feed clients who are unable to feed themselves
 - g. Take ,record and report vital signs (temperature, pulse, respirations and blood pressure as Medically prescribed)
 - h. Measure and record height and weight, if necessary.
 - i. Provide good skin care to prevent skin breakdown (i.e. turn and reposition client, actively encourage movement, mobility, exercise, etc.)
 - j. Assist client with active and passive range of motions as defined in the plan of care
 - k. Provide client with help walking and transferring
 - l. Observe client's physical, mental and emotional conditions
 - i. Report any change to the Director of Nursing or nursing supervisor
 - ii. Document observed changes
 - m. Measure, document and report intake and output, as necessary
 - n. Assist client in the self-administration of medication (medication reminder)

- o. Perform light housekeeping
 - p. Perform meal preparation and clean up
 - q. Change bed linens and make up the client's bed
 - r. Maintain a clean and tidy client environment.
8. Follow principles of infection control and Universal Precautions
 9. Identifies and participates in performance improvement activities
 10. Provide transport to doctor appointments, outside activities , shopping, errands, etc.
 11. Participates in client teaching according to the client's plan of care and directed by DOC
 12. Assist in providing a safe environment and promote quality patient care through adherence to established Policies, Procedures and Standards of Care
 13. Ensure client's rights are adhered to. These include but are not limited to:
 - a. the right to privacy and dignity while care is being provided
 - b. the right to accept or refuse care
 - c. the right to confidentiality of personal information
 14. Respond rapidly and appropriately in an emergency situation
 15. Use equipment properly and in a safe manner. Report any equipment defects to DOC without any delay

QUALIFICATIONS

1. Proof of completion of a Developmental Service Diploma Program from a recognised Community College
2. Demonstrates a commitment to care for individuals with developmental disabilities, or physical disabilities in a supportive role
3. Must have current valid CPR and/or First Aid Training plus CPI Training (Non-Violent Crisis Prevention Intervention)
4. Clear Vulnerable Sector Criminal Record Check (valid within the last 6 months)
5. Experience working in community mental health field is considered an asset
6. Demonstrated ability to work independently and to problem-solve situations during high stress, medically challenged clients , while maintaining a calm and nurturing environment
7. Provide consistent, supportive interactions and activities to client, in keeping with evidence based behaviour plans
8. Provide direct assistance with symptom management
9. Must be available to work days, evenings, weekend shifts and at some homes overnights when needed
10. Demonstrated flexibility in taking shifts
11. Desire and proven ability to work as an effective team player
12. Strong communication skills (written and verbal)
13. Ability to carry out behaviour modification and/or medical procedures as required
14. Computer skilled
15. WHMIS Certification within the preceding 12 months
16. Valid G licence (preferred)
17. Punctual and reliable
18. Flexible to accept other specific duties from DOC or Care Supervisor as deemed pertinent for client's care



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