



**PART-TIME PERSONAL SUPPORT WORKERS**  
**\*\* (Includes New Graduate Incentive Program)\*\***  
**(Competition No.: GM-2024-04)**



<b>Posting Date:</b>	April 18, 2024	<b>Closing Date:</b>	OPEN
<b>Department:</b>	Golden Manor	<b>Hours:</b>	Up to 72-80 hours bi-weekly
<b>Benefits Entitlement:</b>	No	<b>Pension Entitlement:</b>	Yes – Employer Matched Contributions
<b>Salary:</b>	\$24.26 - \$25.83** (2024) (plus 18% in lieu of benefits & vacation)	<b>Union:</b>	CUPE Local 1140

**\*\*Personal Support Workers are entitled to a \$3 increment above base hourly pay based on the Permanent Compensation Enhancement Program made under the Supporting Retention in Public Services Act, 2022.**

### Position Summary

Responsible to the Director of Care, under the direction of the Assistant Director of Care, and supervision of the RN and RPN Team Leader, for the direct and indirect care of an assigned group of residents

### Duties

- Contribute to the continuous assessment of the health status of the resident, and to the development and modification of the individual resident's plan of care
- Assist co-workers as required
- Perform the physical tasks required to meet the needs of the residents which may vary from minimal assistance to total care
- Support residents in maintaining independence in their activities of daily living
- The PSW fulfills their responsibility as a member of the Nursing Department and functions within policy and procedures of the Golden Manor
- Perform other duties as may be assigned

### Qualifications

- PSW certificate or RPN College of Nurses of Ontario Certificate of competence or an equivalent course from another province with registration eligibility in Ontario (Colleges of Nurses)
- Gentle Persuasive Approaches Certificate as asset
- Demonstrated experience in caring for seniors in long term care
- Demonstrated experience in documentation and care planning
- Availability to work shift work and weekends
- Able to work independently, or as part of a team
- Well-developed interpersonal skills
- Effective problem-solving skills
- Basic Computer skills
- Current and clear Criminal Record Check with Vulnerable Sector Screen required
- Ability to adhere to all infection prevention and control protocols and screening requirements

### Return of Service

\$10,000 to recent PSW graduates in exchange for a 12-month commitment to work in a long-term care home or for a home and community care employer. To be eligible for the return of service incentive, you must:

- Successfully complete an Ontario PSW training program at a public-assisted college, private career college, district school board or Indigenous Institute that meets the 2022 program standard established by the Ontario Ministry of Colleges and Universities, on or after April 1, 2023;
- Begin employment between April 1, 2023 and March 31, 2026; and
- Commit to 12 months of employment at a full-time work schedule.

### Rural, Remote, and Northern Relocation Support

An additional \$10,000 to support relocation costs for those recent PSW graduates committing to work in a long-term care home or with a home and community care employer in a rural, remote, or northern area for 12 months. To be eligible for rural, remote and northern relocation support, you must:

- Commit to a 12-month Return of Service with the Employer.
- Relocate a minimum distance of 100 km from your primary residence for the purposes of employment.

### How to Apply

Submit your application to the Human Resources Department.

**Via Email** [human\\_resources@timmins.ca](mailto:human_resources@timmins.ca)

*The City of Timmins is committed to providing a safe and supportive workplace where diversity, equity and inclusion are at the core of how we conduct business. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations throughout the recruitment and selection process, in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Personal information provided is collected under the authority of The Municipal Freedom of Information and Protection of Privacy Act. We thank all applicants for their interest; however, only candidates under consideration will be contacted.*