



## INTERNAL VACANCY

**Applications will be received by the NBRHC, Human Resources Office  
within the next (3) THREE DAYS by 12:00 noon**

**DEPARTMENT: COMPLEX CONTINUING CARE / SENIOR'S MENTAL HEALTH A1**  
**POSITION: ONE (1) PERMANENT FULL TIME PERSONAL SUPPORT WORKER**  
**SITE: NBRHC – NORTH BAY**  
**HOURS: DAYS, EVENINGS, NIGHTS AND WEEKENDS**  
**SALARY: \$27.676 (Min.) - \$28.632 (Max.)**  
**Pay rate, benefits and other terms and conditions are as per the CUPE (Local 139) Collective Agreement**

### **ABOUT THE DEPARTMENT**

The Seniors' Mental Health Program provides a continuum of specialized mental health services and education for seniors and their formal and informal caregivers across northeast Ontario. The program provides assessment, intervention and support to assist individuals with age related mental health disorders to remain in the community (private home, long-term care home or retirement home) and to prevent psychiatric hospitalization where possible. While most individuals receiving services from the program are over 65 years of age, services are also provided to those under 65 if they have an age related mental health issue.

### **ABOUT THE POSITION**

The PSW assumes a participatory role on the interdisciplinary health care team providing personal care and activities of daily living (ADL) requirements and other routine activities for patients under the direction of an RN or RPN.

### **QUALIFICATIONS INCLUDE:**

- Ontario Secondary School Graduation Diploma or Secondary School Graduation Diploma or equivalent required
- Personal Support Worker Certificate, HealthCare Aide Certificate or completion of minimum second (2nd) semester in a recognized nursing program required
- Current Basic Life Support (BLS) Certificate required
- Current Gentle Persuasive Approach (GPA) certificate required
- Current Non-Violent Crisis Intervention (NVCI) Certificate required (training delivered by Health Centre upon hire)
- U-first certificate required
- Ability to deal effectively with responsive behaviours
- Understanding of recovery model and the impacts it has throughout a patient's journey
- Excellent level of interpersonal skills required
- Excellent level of written and verbal communication skills required
- Ability to work as a collaborative member of the health team required
- Ability to work with minimal supervision required
- Ability to meet the physical demands required to provide care to medical patients required
- Must be a motivated, flexible and organized individual with patience, tact and an understanding of the special needs of the elderly
- Demonstrated commitment to continuing education required
- Demonstrated ability to de-escalate patients required
- Basic computer skills required
- Must demonstrate commitment to ensure your safety
- , the safety of fellow workers, patients, volunteers and visitors
- Must support and contribute to a culture of safety and prevention of adverse health events in this organization
- Good attendance and work record required
- Bilingualism (Advanced level English/French) is required. ***All unilingual candidates are encouraged to apply and may be considered if the identified French requirement has been met or there are no successful bilingual candidates. A formal French test will be conducted to evaluate the proficiency level.***



**Interested candidates are asked to submit their cover letter and resume to:**  
[careers@nbrhc.on.ca](mailto:careers@nbrhc.on.ca) quoting file **CUPE MH-24-103**

**The posting will remain open until the positions are filled.**

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.

## **THE ORGANIZATION**

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit [www.nbrhc.on.ca](http://www.nbrhc.on.ca)

## **THE COMMUNITY**

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit [www.northbay.ca](http://www.northbay.ca)  
***is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.***

***The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.***

*North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.*

**We are an equal opportunity employer. We thank all applicants for their interest.**

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## **DATE POSTING EXPIRES:**

**FRIDAY MARCH 1, 2024 AT 1200 HOURS**

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**NORTH BAY REGIONAL HEALTH CENTRE IS AN EQUAL OPPORTUNITY EMPLOYER**