



POSITION DESCRIPTION

POSITION TITLE:	HEALTHY AGING SUPPORT WORKER
DEPARTMENT:	SERVICES TO SENIORS
CLASSIFICATION:	HEALTHY AGING SUPPORT WORKER
UNION:	MGEU FACILITY SUPPORT

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	SERVICES TO SENIORS COORDINATOR
POSITIONS SUPERVISED:	NONE

POSITION SUMMARY

Reporting to the Services to Seniors Coordinator, the Healthy Aging Support Worker will support seniors residing in a congregate living setting, to have access to a broad selection of high-quality programs and services that provide support at different stages of aging and level of need. The incumbent will focus on providing one on one assistance with Instrumental Activities of Daily of Living (IADL's) to support independent living and healthy aging.

The position of Healthy Aging Support Worker is aligned with the Provincial Seniors Strategy, and functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Supports older adults living in a congregate setting with Instrumental Activities of Daily Living (IADL's).

- Coordinates programs and services to support and enhance independent living and healthy aging, including but not limited to exercise programs, home safety workshops, healthy lifestyle promotion, etc.
- Reports any changes in physical ability and/or cognitive behaviour of Healthy Aging Support Worker clients to the Services to Seniors Coordinator.
- Works with the Healthy Aging Facilitator to build capacity to support seniors in accessing local and provincial services and programs.
- Maintains effective relationships with Healthy Aging Support Worker clients and their families to increase the visibility and promotion of senior programs and services.
- Develops and maintains statistical information to track program utilization, effectiveness and outcomes.
- Collaborates with Services to Seniors Coordinator to address identified gaps and to provide seniors with inclusive accessible support services and programs.
- Develops and maintains networks at a community and organization level.
- Demonstrates professional responsibility and accountability, while practicing with a high degree of autonomy when providing services.
- Maintains client confidentiality at all times.
- Participates in formal self-evaluation by identifying areas of strength and opportunities for development.
- Seeks guidance as appropriate.
- Participates in relevant educational programs and workshops to increase professional competence and to meet personal needs and goals.
- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs other duties as assigned.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Grade 12
- Courses or training related to Gerontology would be an asset.
- Valid Food Handlers Certificate

REQUIRED KNOWLEDGE:

- Knowledge of community resources for seniors.
- Knowledge of current Health Promotion theory and best practice.
- A sound understanding of the needs of an aging population, principles of health promotion and healthy aging, and strategies for aging in place.
- Knowledge of computer systems and current and related software applications.

EXPERIENCE REQUIRED:

- Two (2) years' experience working with the seniors population providing assistance with IADL's

SKILLS/COMPETENCIES:

- Demonstrated ability to work independently in a self-directed manner, displaying initiative and creativity.
 - Proficient in Microsoft Office (Word, Excel, PowerPoint, Outlook).
 - Excellent organizational and time management skills with the ability to prioritize a diverse workload.
 - Demonstrated ability to work well within a team environment.
 - Demonstrated ability to deliver effective education and information presentations.
 - Excellent interpersonal skills.
 - Ability to foster and maintain positive working relationships.
 - Good written and oral communication skills.
 - Commitment to continuing self-development and continuous quality improvement.
 - Valid Manitoba driver's license.
 - Mental and physical ability to meet the demands of the position.
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
 - Proficiency of both official languages is essential for target and designated bilingual positions.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
-

WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - Will be required to travel throughout the region as duties may require.
 - No hazardous or significantly unpleasant conditions.
 - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
-

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring adherences to Workplace Safety and Health Regulations and Policies, Infection Control Guidelines, WHMIS and Safe Work Procedures. Immediately investigates and recommends corrective action on any unsafe acts, work conditions, incidents, near misses, injuries or illnesses.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

