



Canadian Mental
Health Association
Sudbury/Manitoulin
Mental health for all

Association canadienne
pour la santé mentale
Sudbury/Manitoulin
La santé mentale pour tous

RESIDENTIAL WORKER, HARM REDUCTION HOME

INCUMBENT: 3 FTE

REPORTS TO: Manager of Harm Reduction Home

PROGRAM: Harm Reduction Home

APPROVED BY:

DATE APPROVED/REVISED: June
2015

HOURS: 35 hours/week (1.0 FTE)

POSITION SUMMARY:

Reporting to the Manager of the Harm Reduction Home, the Residential Worker (RW) will work within the context of a managed alcohol, client centred, harm reduction, residential program called the Harm Reduction Home (HRH). Within an interdisciplinary team the RW will provide assistance and support to residents in daily functions and activities of daily living. The RW provides comprehensive community treatment, rehabilitation and support to individuals that are residents of the HRH.

The RW will be required to work evenings, nights and days as per required.

ESSENTIAL JOB RESPONSIBILITIES:

1. Provides support to client to assist in their recovery

- Providing assistance and support with tenants in their activities of daily living.
- Assisting all tenants with support services identified in their care plan
- Overnight medication dispensing as per medical directives and training from medical staff.
- Providing support to tenants in achieving goals, particularly in the areas of basic life skills, social interactions, coping with mental illness, medication education, monitoring progress and providing support when problems or crises arise.
- Demonstrate harm reduction and recovery oriented practice (ROP) philosophy and practices within daily work and interactions
- Outreach services as required; building relationships with potential service recipients and referring agencies
- Participates in the safety of the program participants at all times.

2. Assists in the daily functions of the transition home

- Providing orientation to new tenants.
- Ensuring tenants follow house rules and regulations.
- Ensuring tenants participate in household duties and expectations.
- Assist in screening and providing initial assessments of eligible residents
- Minor Cleaning/Sanitation duties as per shift rotation.
- Communicate with the Nurse when acute medical issues arise.



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3. Develops and maintains effective client/ staff relations

- Maintaining awareness of tenants progress by documenting, reviewing, and other related documentation requirements.
- Adjusting care plans in collaboration with the resident's needs.
- Participates/facilitates in tenant meetings, tenant activities, communication building and conflict resolution as required.
- Recognizing and respecting individuals that are accepting service self-direction.

4. Develops educational programs relevant to identified needs

- Participates in program development and delivery based on resident's needs
- Organizes and conducts direct skill teaching with residents.
- Supports residents when required in accessing outside activities/appointments.
- Evaluating and recording effectiveness of activities through documentation, tenant update meetings and on-going individual support.

5. Works within the Policies and Procedures of the CMHA

- Works to achieve the agency and program goals
- Maintains and collects appropriate records of data, research and interactions as per agency guidelines.

6. Professionalism

- Represents HRH program and agency in a professional manner through embracing and fostering the CMHA culture, mission, respectful communication and ethical decision making.
- Represents service/program or agency in the community and complies with service area policies.

7. Avails self of opportunities for professional development

- Orientates new staff and mentors/precepts students
- Participates in and supports research activities
- Complete and participate in HRH and CMHA training as per agency standards
- Makes changes in practice based on self-appraisal, ongoing feedback and guidance, mentoring, professional development, performance appraisal and application of current best practice/evidence-based research.
- Attend enhanced learning opportunities and educational sessions when offered.
- Identifies residential issues and actively works towards resolution.

8. Reports to supervisor and participates in supervision as directed.

- Participating in supervision with HRH Manger as required and completion of annual performance appraisals as per the CMHA standard.
- Actively contributes to the improvement of the services offered and the processes through which these services are delivered.



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Knowledge and Skills may include:

- Effective verbal and written communication skills
- Strong work organization and time management skills
- Strong negotiation, consultation and collaboration skills actively working towards resolution.
- Ability to work independently and as part of a team with multidisciplinary colleagues and community partners
- Flexibility & able to apply harm reduction skills to the clinical setting
- Creative problem solving skills and able to adopt an independent practice model of care delivery.

Education and Experience may include:

- Completion of a diploma or degree in a human services area.
- Minimum of 1 year of experience; in effectively working with marginalized populations experiencing homelessness and a demonstrated ability to form rapport with target population.
- Experience within the Mental Health/Addictions setting considered an asset.
- Evidence of capacity to work from a harm reduction framework.
- Certification in First Aid & CPR; Certification in NVCI an asset
- Demonstrated proficiency in counseling skills and clinical practice models as related to concurrent disorder, dual diagnosis, addictions and behaviour disorders.
- Bilingualism (French/English) is essential for 50% of positions

JOB SPECIFIC COMPETENCIES

The following competencies are required for this position:

Teamwork and Collaboration	Expresses positive expectations of others in terms of their abilities, expected contributions and responsibilities. Speaks of team members in positive terms. Is looked to by team members as a valuable source of information.
Coping	Able to maintain a mature problem-solving attitude while dealing with interpersonal conflict, hazardous conditions, personal rejection, hostility or time demands.
Assertiveness	Able to maturely express one's feelings and opinions in spite of disagreement: accurately communicate to others regardless of their status or position.



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Perceptivity	Able to interpret verbal and non-verbal behaviour; to develop accurate perception and understanding of others feelings, need, values and opinion; to be sensitive to and aware of personality differences and conflicts.
Interaction	Able to communicate with others in a warm and helpful manner while simultaneously building credibility and rapport.

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as assigned to meet the ongoing needs of the organization