



HARM REDUCTION HOUSING WORKER **Internal/External Opportunity Brief**

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| Position: | Personal Care Worker (<i>unionized position under NSGEU Local 102</i>) |
| Reports to: | Manager of Supported Housing |
| Location: | The Overlook |
| Pay Scale: | \$21.80 per hour + benefits |
| Work term: | 1.0 FTE, 1 year term with the possibility of extension |
| Hours: | 37.5 hrs/week; the Overlook is a 24 hour/7 day/week operation, shifts may include days, evenings and weekends. |
| Deadline: | June 8, 2022 |

About NECHC

The North End Community Health Centre (NECHC) was established in 1971 in response to an absence of primary health care and other health services in Halifax's North End. Located on Gottingen Street, we are in the heart of a unique and culturally diverse community. Today, governed by the North End Community Health Association, the NECHC is viewed by area residents as a "beacon of hope" in the community. Much more than a Primary Care Clinic, the NECHC has expanded in response to unmet needs of community members and is highly-valued by its patients and clients and their families. NECHC provides services to those living on the margins of society, through MOSH, Housing First and a wide range of community outreach initiatives.

Vision

Strong community - healthy people.

Mission

We support health and well-being in our community through quality primary health care, education and advocacy in an environment in which people are treated with respect and dignity and there is equitable access to services and programs.

Values

Respect. Community. Compassion. Excellence. Innovation

Diversity, Equity and Inclusion Commitment

The North End Community Health Centre is committed to being an inclusive organization. We are working to ensure our organization represents the diverse people and communities we serve. Our position postings encourage members from the following communities to apply:

- 2SLGBTQIA++
- African Nova Scotian and/or people of African Descent
- Indigenous
- People with disabilities
- Language minorities

- People of Colour and/or racially visible minorities
- Immigrant and refugee
- Connected to the North End of Halifax

In order to self-declare inclusion in equity groups please complete the self-declaration form available on our website at nechc.com/jobs and submit it with your resume and cover letter.

Your declaration of membership in any of these equity groups will remain confidential.

Job Purpose

Personal Care Workers are accountable for delivering services to tenants/participants to support their health and well-being, including:

- Delivering personal care supports and basic life-skills programs to participants based on individualized care plans developed in collaboration with the team and the participant, and under the direction of the Registered Nurse.
- Following prescribed policies and procedures associated with the housing program
- Supporting participants through a person-centred approach based on principles of harm reduction and housing first
- Attending to overdoses and administering naloxone

Personal Care Workers support participants of The Overlook – a place-based harm reduction, peer supported housing program – with activities of daily living, including basic cleaning, meal prep and personal care. Participants of The Overlook experience social and physical harms associated with chronic alcohol use, problematic drug use, chronic health conditions and lengthy homelessness. The team provides ‘on-demand’ 24/7 harm reduction to tenants, as well as various housing supports around life skills and social inclusion to ensure participants effectively manage their tenancy.

Position Responsibilities

The following duties reflect the broad scope of responsibilities but are not necessarily all-inclusive. This position will require flexibility, time management, strong communication, and good boundaries to achieve the following responsibilities:

- Providing personal care to identified participants (grooming, bathing, dressing)
- Performs light housekeeping duties (e.g. tidy room, clean closets, hang clothing)
- Supporting the social and cultural inclusion of participants within the Project 52 building community, and the community at-large
- Supporting participants to enhance their independence through development of life skills such as meal preparation, housekeeping, personal care and personal self- management
- Recognizing, analyzing and responding to potential emergency situations, including overdoses
- Supporting participants and the team to ensure ‘on-demand’ harm reduction plans are supported
- Communicating and collaborating with the multidisciplinary team at Project 52 (that includes physicians, nurse practitioners, nurses, occupational therapists, social workers, and others) to ensure high quality of care and support
- Maintaining regular contact with, and providing back-up for team members and other staff as

required

- Contributing to advocacy efforts within large systems such as income assistance, housing, and health.
- Completing data collection and maintaining reports (such as statistics, logbooks, participant harm reduction plans) as well as Incident Reports for follow-up/debriefing
- Providing direct assistance to participants preparing for pest control (i.e. bed bugs) or maintenance activities
- Assisting with minor repairs and maintenance (such as changing light bulbs) as required
- Maintaining clean and orderly work environment

Education and Experience

- A graduate of an approved PCW/ CCA program with NS provincial certification. Nova Scotia CCA Provincial Exam, or CCA Equivalency; or,
- Students currently enrolled in LPN or RN programs
- PSWs, Health Care Aides or other applicable course
- Students of Continuing Care Assistant Program (CCA) who are about to complete the program can apply.
- Lived experience of homelessness and/or struggles with substances, or
- Demonstrated experience working with populations impacted by substance use and mental health challenges, homelessness and/or barriers to stable housing

Special Skills and Knowledge

- Strong understanding of harm reduction principles, social justice, and the social determinants of health
- Strong understanding of the principles of housing first
- Trauma-informed approach to care and support
- Understanding of the current and historic North End Halifax community
- Strong skills related to: adaptability, time management, problem solving, judgement, communication, interpersonal relations, and boundary management

Physical Demands

- Requires bending and carrying heavy objects (25lbs)
- Lifting, stacking, and organizing heavy objects (25lbs)
- Working in various environmental conditions (weather, varied community settings)
- Constant interaction with vulnerable people, some aggressive or verbally abusive

Judgement and Initiative:

The PCW will have the skills to enable them to make judgement calls that will impact the health and safety of the participants of The Overlook. It will be important that the PCW can strike a balance between making ethical decisions in the moment, including the ability to relate this decision making to the program policies and procedures, and being collaborative in their practice.

How to Apply

Those interested in applying for this position should send their cover letter and resume to employment@nehc.com as soon as possible. We ask applicants to self-identify in their application. Your declaration of membership in any of these equity groups will remain confidential.

We thank all applicants for their interest, only those selected for an interview will be contacted. Please note that as of October 4, 2021, all new hires will be required to provide proof of full vaccination as a condition of employment.

Posting closes on June 8, 2022.