



# Fort Nelson First Nation

Strong. Healthy. Proud. Self-reliant.

## EXTERNAL POSTING

<b>Job Title:</b>	Health Care Worker (Health Care Aide)	<b>Posting #:</b>	15-2024
<b>Department:</b>	Health & Community Services	<b>Grade:</b>	3
<b>Location:</b>	On Reserve; Multiple Sites Served	<b>FTE:</b>	1.0
<b>Supervisor:</b>	Community Health Nurse – Home Care Nursing Support Supervisor (RN)	<b>Hourly Rate:</b>	\$25.15-\$26.60
<b>Key Duties:</b>	In home personal care, assisting clients, chaperone, transportation, social support	<b>First Posted:</b>	2024-04-11
<b>Effective Date:</b>	Immediate, full time permanent	<b>Closes:</b>	When Filled.

### Job Scope

The primary responsibilities of a Health Care Worker are to provide individualized basic health care services to patients/clients, including Elders and persons with functional limitations (i.e.: due to age, health, disability), or persons recuperating, to assist individuals with maximizing their level of functioning and independence so that they may continue to live in their homes. Working under the guidance and direction of the RN the work of this job includes the provision of individualized care and resources to clients by assisting them with activities of daily living (ADLs) ensuring safety, hygiene, and comfort. Health care is typically provided within the client's residence and, as needed, this worker also provides escort duty services and transports clients between their residence and care facilities, providing appointment assistance. This employee works cooperatively with the client and his/her representatives, including delegated family members, and may also work with other service providers assigned to the client. A key element of success for this work is the development of knowledge and methods for the personal care needs of individual clients and establishing and maintaining client relationships with respect and compassion. Other important factors include the development of an awareness and knowledge of reference persons and materials to assist in addressing problems, challenges and issues; references also include written policies, procedures and guidelines, as well as schedules, day logs and check lists, and equipment manuals and reference handbooks, and WHMIS manual and data sheets. Other related duties as required.

### Candidate Profile

The Health Care Worker has a good level of energy and physical fitness to perform the work, and has good interpersonal skills including good listening skills to gather information and to ask questions in order to carry out assigned tasks and to provide routine information to other employees. The Health Care Worker has good written and verbal communication skills and communicates with the supervisor (RN), Home Support Workers, and other employees to obtain information, supplies, tools, equipment and/or advice or helps to solve problems or issues, and may occasionally have contact with occupational health and safety committee members and the general public.

### Preferred Qualifications

#### Experience:

- Two to three (2-3) years' experience performing duties involving caring for others.
- Experience with household appliances.
- Experience purchasing/picking-up and delivering supplies.



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## Knowledge:

- Mature individual with a minimum grade 12 high school diploma; supplemented by completion of Certified Home Support or Resident Care Aide Certificate, or equivalent health related experience and vocational certificates.

## Skills:

- Good interpersonal skills and ability to interact well with employees and the public.
- Organized and able to handle competing priorities and meet deadlines.
- Good communication skills (written and oral); ability to listen to understand and ask questions for clarification.
- Proficient computer skills and ability to use MS Office and Google Workspace™ applications.

## Abilities:

- Ability to work effectively in groups.

## Other (required):

- Minimum 19 years of age.
- Nothing prohibits you from working with any member of the community.
- Compliance with BC Immunization program, TB Screening, and FNFN's COVID-19 vaccination policy.
- Satisfactory completion of a police information check (vulnerable sector).
- Ability to provide own transportation to work.
- Valid Class 5 BC Driver's License and Drivers Abstract.

## Optional:

- Experience working as a Health Care Worker.
- Training program in care of the elderly or care of persons with disabilities.
- Previous First Nation experience and an understanding of First Nations health issues.
- Class 4 driver's license.
- Ability to speak Dene and/or Cree.
- Other certificates such as: WHMIS, First Aid, CPR Level C, Food Safe, OHS.

## Work Conditions

This work typically occurs between Monday and Friday from 8:30 a.m. to 4:30 p.m. but shifts are occasionally scheduled for special matters, and for out-of-town Chaperone duties; occasionally work may be scheduled between Sunday to Saturday 7:00 a.m. to 9:00 p.m. to accommodate special matters/chaperone duties. This work requires a lot of daily driving including regular driving to run errands related to domestic and chaperone duties. Overtime as approved by the supervisor(s).

## Compensation

**Remuneration:** Competitive hourly wage, 35-hour standard work week, comprehensive benefits (health/dental, insurances, weekly indemnities), pension, and 3 weeks vacation. Rate offered to the successful applicant is pending certification(s), experience, knowledge, skills, abilities and other attributes.



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**Lifestyle:** This unique work opportunity offers a life experience in one of the most beautiful and affordable places to live in Canada. Fort Nelson is a regional municipality with year-round indoor and outdoor recreation and cultural activities. Explore the 'Serengeti of the North' in our super natural Northern Rockies, British Columbia!

### Application Instructions

**Closes:** When Filled. \*Preference may be given to qualified First Nation's applicants. Kindly forward your cover letter and resume to: [recruitment@fnnation.ca](mailto:recruitment@fnnation.ca)

We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum requirements will receive a reply. \* Constitution Act, 1982 [Section 35]; Canadian Charter of Rights and Freedoms [Section 15(1)]; Canadian Human Rights Act [Section 16(1)]; Employment Equity Act [Section 5(a), 10(b)]; Declaration on the Rights of Indigenous Peoples [Article 22]; ILO Convention 169 on Indigenous and Tribal Peoples in Independent Countries.