

CITY OF HAMILTON

HEALTHY & SAFE COMMUNITY DEPARTMENT (LODGES DIVISION – LOCATION – TBD)

RECREATIONIST – BEHAVIOURAL SUPPORT ONTARIO (BSO) – CUPE 5167 LODGES

SUMMARY OF DUTIES

The Recreationist – BSO works under the direction of the Supervisor of Resident Services (SRS) and the Director of Nursing (DON) to plan, implement and evaluate age-appropriate therapeutic, recreation and leisure education programs which incorporate the needs and preferences for older persons of diverse cultures, strengths and abilities. . The role uses a variety of techniques (DementiAbility, GPA, U-first, PIECES etc.) and purposeful person-centered therapeutic recreation activities to build staff knowledge and capacity in order to maintain or improve the resident's physical, social, cognitive, emotional, developmental or age-related needs.

GENERAL DUTIES

Enhance the positive impact and use of the BSO program with interdisciplinary team members to assist in preventing and addressing predictable responsive behaviors through Therapeutic Recreation interventions that will facilitate goal attainment.

Work within their scope of practice in collaboration with the resident, frontline staff, and all necessary departments to find the best possible quality person-centered care solutions for the resident/family founded on preference, need and ability in accordance with established policies, primary care, clinical teams and the overall plan of care.

Be present and visible in the lodge to assist staff to perform intentional and spontaneous interventions directly with residents on all home areas, with methods and activities to safely accommodate responsive behaviors in a way that allow residents meaningful engagement.

Maintain professional practice through commitment to ongoing involvement in upgrading personal and professional knowledge. This knowledge supports implementation of evidence based best practices in treating dementia, delirium, mental health issues, neurological conditions and/or substance use.

Ensure that thorough evaluation of assessments, interventions, plans, program development and program delivery is consistently being completed to ensure the efficacy of recreation services, in accordance with MOHLTC and professional Therapeutic Recreation standards.

Facilitate consultation, education and knowledge transfer to frontline staff, students, volunteers; as well as supporting the resident and family by applying evidence-based learning designed to enhance care and capacity.

Protection of individual's rights and advocacy role for the residents.

Assist staff in a variety of behavioral interventions, care approaches, and skills that will help build capacity and improve their interactions with residents as determined by the assessment and evaluation process.

Develop resident specific care plans to further assist in those residents exhibiting responsive behaviors/or at risk.

Document appropriate resident information in accordance with MOHLTC standards, City of Hamilton (Lodges) policies and procedures and BSO requirements including in Point Click Care (PCC), attendance at activities in ActivityPro and other programs as needed (MDS/RAI).

Collaborate with SRS and DON to assist with transitional care practices within the health care system to help residents and family transition smoothly.

Actively participate in care conferences, BSO committee meetings, Recreation Department meetings, team/committee meetings, and special events as required

Provide participants with assistance in ambulation to and from program areas (i.e. pushing in wheelchair, assist with walkers/canes).

Work in accordance with the provisions of applicable Health and Safety legislation and all City of Hamilton corporate and departmental policies and procedures related to Occupational Health and Safety.

Perform other duties as assigned which are directly related to the major responsibilities of the job.

QUALIFICATIONS

1. College Diploma in Therapeutic Recreation or Recreation and Leisure Services which includes a minimum of three Therapeutic Recreation courses. Or, University Degree in Therapeutic Recreation or Recreation and Leisure Studies which includes a minimum of three Therapeutic Recreation courses
2. Must be registered member and in good standing of Therapeutic Recreation Ontario (R/TRO).
3. Demonstrated previous experience working with older adults preferably in a hospital or Long Term Care facility.
4. Knowledge and ongoing practice of person-centered care.
5. Experience working within an interprofessional team model; long term care setting preferred.
6. Demonstrated knowledge and understanding of the Resident's Bill of Rights and Compliance Standards as set out by the Ministry of Long Term Care preferred.
7. Experience with electronic documentation, specifically the Resident Assessment Instrument (RAI) documentation including assessments, Resident Assessment Protocols (RAPS) and care planning functions.
8. Demonstrated excellent oral and written communication skills.
9. Demonstrated ability to develop, implement and evaluate client-centred Therapeutic Recreation Programs based on the TR theoretical model adopted by the agency which includes the development of individual, small group and large group programmes incorporating resident abilities, needs and preferences.
10. Demonstrated ability to complete initial and ongoing resident assessments in accordance with MOHLTC and professional Recreation standards.
11. Tuberculosis (TB) test and annual influenza immunization is required.

THE INCUMBENT SHALL COMPLY WITH ALL HEALTH AND SAFETY POLICIES AND PRACTICES FOR THIS POSITION AND THE WORKPLACE.
