



RECREATIONIST FAIRMOUNT HOME

POSITION SUMMARY

The Recreationist is a member of the interprofessional team responsible for providing therapeutic recreational and social activities for residents of Fairmount Home. The Recreationist assesses, plans, facilitates, and evaluates recreation interventions for residents with programs that are tailored to the residents' abilities, needs, leisure interests and values. The Recreationist will carry out the duties in alignment to the organization's mission, vision and values, and work to further its priorities.

SUPERVISION RECEIVED

Works under the supervision of the Assistant Director of Care, Resident Services.

CORE COMPETENCIES

- Demonstrates the core Corporate competencies: Professionalism, Respect and Integrity; Client Service Orientation; Accountability, Commitment and Perseverance; Communication; Innovation/Process Improvement; and Teamwork
- Demonstrates the core Department competencies: Gentlecare™ Philosophy

KEY RESPONSIBILITIES AND ROLE EXPECTATIONS

- Performs the responsibilities of the position within the legislative and regulatory standards set out in the applicable Federal, Provincial and Municipal statutes and consistent with the operational policies of the County of Frontenac (County) and Fairmount Home
- Provides resident programming according to the Gentlecare™ philosophy and within the scope of practice as set out by the policies of Fairmount Home while promoting, respecting and advocating for residents' rights, autonomy and privacy
- Provides treatment and/or leisure counseling, either individually or in groups, in establishing a healthy and balanced leisure lifestyle aligned to each resident
- Establishes group and individual programs based on the residents' interests, needs, and abilities while accommodating their limitations
- Assists in the development, planning, coordinating, assessment and evaluation of recreation and social programs
- Works collaboratively with volunteers in the provision of recreation and leisure programs
- Collaborates with other members of the interprofessional team as part of the creation, assessment and execution of each resident's plan of care
- Participates in the development and implementation of policies and procedures

- Promotes, respects and advocates for residents' rights; promotes residents' autonomy and privacy
- Liaises with family members
- Facilitates and maintains community integration and involvement for the residents
- Coordinates and supervises volunteer and Recreational Therapy student placements
- Supports and facilitates the Residents' Council
- Attends and provides input to resident care conferences regarding recreation and leisure programming
- Provides assistance, modifications and/or adaptations to facilitate residents' participation in activities
- Adapts and/or modifies activities to individual's special needs, abilities or circumstances. Consults with the Occupational Therapist as required
- Monitors resident attendance and participation and assists in the evaluation of activities
- Documents assessment findings and progress as indicated by the standards of the Home
- Attends and participates in meetings and in-services as required

Health & Safety

- Protects own health and safety and the safety of others by adopting safe work practices, reporting unsafe conditions immediately, and attending all relevant in-services regarding occupational health and safety
- Follows all guidelines for employees and employers as legislated under the Ontario Occupational Health and Safety Act

Other Duties

- Completes other duties as assigned

The foregoing description reflects the general responsibilities and expectations necessary to describe the principal functions of the job identified and shall not be construed to be all of the work requirements that may be inherent in this classification

EDUCATION AND EXPERIENCE:

- Post-secondary diploma in recreation and leisure studies, therapeutic recreation, kinesiology or other related field from a community college or university; degree preferred
- Experience in long-term care and gerontology, preferred
- Member of the Canadian Therapeutic Recreation Association (C.T.R.A.) or Therapeutic Recreation of Ontario (T.R.O.)

KNOWLEDGE, SKILLS & ABILITIES:

- Demonstrated understanding and commitment to the Gentlecare™ philosophy
- Demonstrated understanding, acceptance and commitment to promoting the Home's mission, vision and values
- Demonstrated knowledge of all legislation and regulations pertinent to the role as well as an understanding of policies and legislation affecting the department
- Demonstrated commitment to resident-centered service/care
- Demonstrated respect for individual differences and competencies
- Demonstrated strong communication skills, both written and verbal and ability to communicate information to a diverse audience base
- Demonstrated professional work ethic and behaviours in interaction with internal and external contacts and the ability to express ideas clearly and concisely with ease and confidence in a professional, consistent and positive manner
- Demonstrated time management and prioritization skills with the ability to function within a fast-paced environment, responding with flexibility to changing priorities
- Demonstrated ability to adapt to change within an environment with a continuous process improvement mindset
- Demonstrated ability to be a team player who is able to establish and maintain effective working relationships with fellow employees, clients/residents and the public
- Demonstrated leadership skills to coordinate volunteers, residents and programs
- Demonstrated ability to build resiliency and be aware of own strengths and limitations
- Proven willingness to learn and acquire new information and skills
- Ability to problem solve using factual information
- Basic computer proficiency using Microsoft Office Suite of products including Word, Excel, PowerPoint and Outlook; ability to use patient care software applications
- Demonstrated ability to adhere to confidentiality while exhibiting discretion and good judgement
- Demonstrated understanding and commitment to health and safety policies, procedures and applicable legislation
- Demonstrated ability to attend work on a regular basis
- Must hold a valid Class "G" driver's license
- Satisfactory Criminal Reference Check and Vulnerable Sector Screen
- Demonstrated ability to meet the physical demands of the position

WORKING CONDITIONS:

- Possible exposure to infectious diseases, bodily fluids or other undesirable environmental conditions
- Periods of time standing and walking
- Ability to lift up to 20 pounds
- Bending, lifting, carrying, gripping, reaching required
- Possible exposure to client/resident aggressive/defensive/agitated/disruptive verbal and/or physical behaviours

COMPENSATION:

- Probationary period as per applicable Collective Agreement
- Compensation and benefits as per the Collective Agreement

Manager Signature:	<i>Chini</i>
Date:	November 16, 2018