

Occupational Research Response – PERSONAL SUPPORT WORKER (PSW)

Please refer to current postings located on our website at www.stegh.on.ca for role specific educational requirements and listing of skills and qualifications.

Source of Information:	St. Thomas Elgin General Hospital. Jan Nace Human Resources
Education Required <i>(Recommended Schools or Courses)</i>	<ul style="list-style-type: none"> • Secondary School Graduation Diploma or Grade 12 equivalent • Personal Support Worker Certificate or 1st Year PN Student or 2nd Year BScN Student
Skills/Qualifications Required to be hired	<ul style="list-style-type: none"> • Current Basic Cardiac Life Support Certification • Willingness to work flexible hours • Demonstrated customer service focus • Demonstrated ability to follow direction by Registered Staff • Effective organizational skills • Effective communication skills • Ability to work independently and efficiently in a fast-paced environment with many interruptions and changing demands
Ongoing learning, training/upgrading required after hired	Educational assistance provided for successful candidates based on role specific requirements. Bursary applications area also available to all staff. Completion of individual learning plan and all hospital-wide learning requirements required on an annual basis eg. WHMIS, Safety, Privacy, BLS, Hand Hygiene, Routine Practice
Experience and Background Required	<ul style="list-style-type: none"> • One-year recent experience in Long Term Care or a Continuing care environment. • Excellent attendance record
Working Conditions <i>(Pro's and Con's)</i>	Value-driven work environment, committed to patient-centred care and individual and organization-wide continuous quality improvement. Work environment is safety conscious and supportive of work/life balance. Shift work, unionized environment.
Hours of Work <i>(days, weekends, shifts)</i>	24/7 operation. Must be available to work all shifts including weekends and statutory holidays
Wage/Salary Range	CAW positions follow local or centrally negotiated wage grids.
Future Outlook & Current Trends	Hospital future outlook is difficult to predict based on reliance on Ministry funding, etc. Currently hiring rate is steady to replace turnover, retirements, etc.
Other Information	Do you anticipate hiring people with these skills in the next 6-12 months: Positive outlook Are you having any difficulty finding people to fill these positions? No.