



**Canadian Mental  
Health Association**  
Vernon & District  
*Mental health for all*

Job Title:	Residential Mental Health Worker
Facility:	Canadian Mental Health Association
Reports To:	Aberdeen and 24th Team Lead
Bargaining Unit:	BCGEU
Wage:	Grid 21 \$23.27 - \$25.45/hr
Classification:	Casual

## **JOB SUMMARY**

The Residential Mental Health Worker works as a member of an integrated team to provide structured support services to residents. Monitor residents in accordance with established treatment plans and/or care plan, observe residents' behaviours and symptoms, document observations in accordance with standard procedures, provide verbal reports on changes in residents' appearance, behaviour, and /or health. Provide support to clients in the development and maintenance of life skills. Demonstrate and model appropriate behaviours and provide support in problem solving and decision making. Assist residents with activities of daily living and participate in activities to support skill development.

## **DUTIES AND RESPONSIBILITIES**

- Participate in care planning with clients and Residential Facility Team Lead and other team members.
- Perform duties such as reporting observations of client function, mental health status, needs and progress as well as the individual's preferences, level of acceptance/resistance to services and supports.
- Assist residents in orientation to the residence and community.
- In accordance with established care plans, provide education and support to the clients in restoring and developing activities of daily living skills and participate in activities to support skill development
- Safe administration of medication in accordance with the treatment objectives and/or care plans and established policies and procedures.
- Observe and report any concerns or side effects around medication to Residential Facility Nurse.
- Provide support with practical day to day problem solving for individuals who experience severe challenges in daily living as a result of their mental illness and/or substance use disorder.
- Recognize and deal with potential emergency situations such as residents' aggressive behavior to ensure no harm comes to the resident or the public. Report problems to the Residential Facility Team Lead.
- Ensure a safe and healthy working environment by observing universal precautions and infection control procedures, removing obvious hazards, reporting faulty equipment, accidents, injuries, and near misses, and adhering to and enforcing rules, and reporting requirements regarding CMHA's safety policies and procedures.



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- Participate in staff meetings, quality improvement initiatives, committees and in-services, and maintain up-to-date knowledge through involvement in work-related continuing education as required by the employer.
- Engage, work alongside, collaborate with, and provide organizational assistance to fellow staff members, and assist with orientation of new staff members.
- Perform facility maintenance and housekeeping duties, such as cooking, laundry, sweeping, mopping floors, mowing lawns, clearing snow, supply and food inventory, shopping, and cleaning equipment and common areas.
- Transporting, attending and assisting resident with their medical, dental or other health and wellness appointments as assigned.
- Performs other related duties as assigned.

## **QUALIFICATIONS:**

### **Education, Training & Experience**

- Post Secondary Education such as Human Service Worker Certificate, Mental Health Worker Certificate, Social Work or related Psycho-Social Rehab training
- Minimum of two years direct experience working with individuals with a serious mental illness in a rehabilitation setting/model
- Current Criminal Record Check
- First Aid Level 1
- FoodSafe Level 1
- Current and valid BC driver's license

### **Skills & Abilities**

- Demonstrated ability to communicate effectively with the clients, their families, the public, medical staff and the members of the interdisciplinary team using verbal, written and computer communication means.
- Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve effectively.
- Ability to promote client-focused care that demonstrates care for and with clients and significant others, sensitive to diverse cultures and preferences, client advocacy and social justice concerns.
- Ability to transmit information intended to instruct clients and staff about topics essential to health care and well-being.
- Demonstrated working knowledge of mental health issues and treatment in the assigned client population(s).
- Working knowledge of the principles of recovery in mental illness in the assigned client population(s).
- Ability to demonstrate and assist client with development of life skills.
- Ability to deal effectively with conflict situations and use non-violent crisis intervention.



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- Ability to establish and maintain rapport with clients and to observe and recognize changes in clients and demonstrated ability to develop options and /or recommendations to resolve conflicts and issues.
- Organize and work both independently and as a member of a multidisciplinary team.
- Ability to physically and mentally carry out the duties and responsibilities of the position.
- Establish and maintain a mutually respectful relationship with the residents and staff of the Facility and represents the vision and values of the organization.
- Network and maintain a positive working relationship with other agencies, service providers, case managers, families and other individuals/groups involved in the resident's rehab program.
- Demonstrated computer skills and ability to utilize relevant new technology in workplace including Microsoft Office.

***CMHA Vernon is committed to building an inclusive workplace and community and seeks candidates who share our commitment to equity, diversity, and inclusion.***

Please send your resume to [careers@cmhavernon.ca](mailto:careers@cmhavernon.ca)