



EXTERNAL JOB POSTING

Part-Time Male Personal Support Worker

Who We Are

Access Independent Living Services is a community support service organization established in 1987 to provide support services to adults with physical disabilities. Our approach to service delivery is based on the principles of the Independent Living philosophy to enable our Consumers to live independently in the community. We provide non-medical, personal, physical and lifestyle assistance as required and directed by each individual Consumer.

Our Mission

Access Independent Living Services provides services for people with physical support needs to be able to live independently in the community.

Our Vision

Independence - For All - Together

YOUR ROLE

Access Independent Living Services is currently hiring for certified Personal Support Workers working as Independent Living Assistants (ILAs) to assist our Consumers with the Activities of Daily Living (ADL) in the community. We are looking for passionate, caring and customer-focused individuals who have a sincere interest in assisting Consumers with their personal and physical support needs, delivered in a safe, respectful and timely manner.

As an Independent Living Assistant, you will be working as part of a team within one of Access's Supportive Housing programs located in Central, East and West Toronto. We are currently hiring for male ILAs for morning shifts (starting as early as 5:00 AM) and afternoon shifts (starting as early as 3:00 PM).

WHAT YOU WILL DO AS AN ILA

- Assist Consumers with personal hygiene and all Activities of Daily Living.
- Provide attendant care services including transferring, lifting, bathing, assistance eating, and personal care to Consumers.
- Maintain a professional and respectful manner at all times in the performance of duties, which includes housekeeping, nurturing assistance, assistance with pet care, etc.
- Protect and promote the welfare, dignity and individual rights of Consumers at all times.
- Adhere to the goals, policies, Vision and Mission of Access Independent Living Services while performing the duties of an ILA.
- Ensure safe work practices are being followed at all times including Infection Prevention and Control (IPAC) protocols and the use of protective personal equipment (PPE).
- Comply with organizational health and safety policies and protocols including reporting up to Management about health and safety concerns.



- Complete and submit documentation as required (i.e. incident reports, accident reports) in a timely manner.
- Perform other duties related to Consumers' Individual Scope of Service.

YOUR QUALIFICATIONS AND EXPERIENCE

- Graduate of an accredited school for Personal Support Worker (PSW) and valid PSW certification.
- Physically capable of performing assigned duties including but not limited to: providing personal care, lifting and transferring Consumers in a safe manner, and light housekeeping.
- Availability to work scheduled shifts within a 24 hours-a-day, 7 days-a-week operation.
- Ability to listen attentively and to take directions from Consumers to fulfil the Independent Living Philosophy.
- Excellent teamwork and ability to work well with others in a team-based approach, including providing assistance to other ILAs as required.
- Ability to adapt to stressful situations and unexpected changes to booking schedules.
- Strong morals and ethics along with commitment to Consumer and staff privacy and ability to maintain confidentiality.
- Excellent interpersonal skills and professionalism required to deliver personal and physical support services in a respectful and responsive manner.
- Good verbal, written and listening communication skills are required to seek clarification and follow directions from Consumers to ensure tasks are performed with accuracy.
- High degree of resourcefulness, initiative and problem-solving skills required to anticipate, identify and overcome problems and constraints.
- Ability to plan and organize work effectively to ensure its completion within the allotted booking times.
- Must be comfortable and capable of using technology including email, scheduling systems (clock-in/clock-out, online timesheets) and employee self-service platforms.
- Current CPR and First-Aid certification.
- Clear vulnerable sector report.
- Previous experience working within an Independent Living Philosophy model is an asset.

WORKING CONDITIONS

- Required to work every second weekend and some statutory holidays including either Christmas week or New Year's week.
- Physical activity including walking, standing, sitting, lifting and supporting Consumers.
- Overtime as required.
- Travel may be required.

WHY WORK FOR ACCESS

We offer competitive wages and ongoing skills training for ILAs. In addition, Access offers:

- Participation in a Pension Plan or Group RSP Plan with an employer match of up to 2%.
- Opportunity to bank statutory hours earned to be paid out at a time of your choosing.



- 2 weeks of vacation to start
- Paid personal time off (float days) as per collective agreement
- Employee Assistance Program (EAP)

To Apply: Email us your resume and identify your availability to work.

In accordance with the *Accessibility for Ontarians with Disabilities Act (AODA)*, Access Independent Living Services will provide accommodation, accessible formats, and communication supports for interviews upon request.