



**NORTHERN  
HEALTH REGION**

*A Culturally Diverse  
Organization*

# CAREER OPPORTUNITY

## HEALTH CARE AIDE

**Location: Flin Flon, MB.**

**Facility: NORTHERN LIGHTS MANOR**

<b>JOB POSTING NUMBER</b>	FF-2022-015	<b>POSITION CODE</b>	272-1LTCN-HCA_19
<b>DEPARTMENT</b>	LONG TERM CARE		
<b>JOB STATUS/FTE</b>	Permanent /0.55 FTE	<b>ANTICIPATED SHIFT</b>	D12
<b>WAGE RANGE</b>	\$18.265 - \$21.174	<b>UNION AFFILIATION</b>	CUPE

### POSITION SUMMARY

The Health Care Aide (HCA) is a member of the health care team, working under the direction of the Registered Nurse and/or Licensed Practical Nurse. The HCA is responsible for performing and assisting with duties related to meeting client/patient/resident personal needs in accordance with the established policies and procedures. The HCA must be able to function effectively in a dynamic and demanding environment utilizing the nursing process of assessment, planning, implementation and evaluation.

In Long Term Care settings, must be able to work in an environment that is conducive to pets and fragrances. The incumbent must fulfill the requirements of the Criminal Records/Vulnerable Person, Child Abuse Registry Check and Adult Abuse Registry Check, and adhere to all Northern Health Region (NHR) policies and procedures.

### QUALIFICATIONS

- Health Care Aide Certificate from a recognized Educational Institute
- Demonstrates understanding of the role of the Health Care Aide within a health care setting
- Knowledge of the techniques and procedures of patient/resident care related to activities of daily living
- Working knowledge of Windows based programs (Microsoft Word, Excel, Outlook) and Internet
- Knowledge of safe patient handling techniques
- Knowledge of Violence Prevention Program training and processes
- Acknowledgement of the infinite value of human life, respecting the rights of all individuals to live and die with dignity
- Knowledge and understanding of P.I.E.C.E.S.
- Knowledge and understanding of Resident Bill of Rights
- Effective verbal and written communication skills
- Ability to speak Cree an asset
- Demonstrates interpersonal skills through clear communication and positive behavior
- Ability to work with minimal supervision
- Ability to respect and promote a culturally diverse population
- Ability to work effectively in a multi-disciplinary team
- Good organizational skills and the ability to work independently
- Ability to work in an environment that promotes and is conducive to pets and/or fragrances where applicable
- Successful candidate subject to provide security checks in accordance with Security Checks for Employment Policy (HR-02-80. Waived for internal candidates with current checks on file.

### **For a full listing of qualifications please:**

- **Internal Candidates: Refer to the Job Description which is posted on the Intranet under Department/Human Resources/Job Description, then select the applicable department; or,**
- **External Candidates: Contact Human Resources to request a copy**

Northern RHA strives to have a diverse workforce in an inclusive and accessible workplace, which provides opportunity for reasonable accommodation.

Indigenous applicants are encouraged to self-declare when submitting applications & resumes.

We thank all candidates for applying. Only those selected for interview will be contacted.

**Using Google Chrome, Apply online at [www.northernhealthregion.ca](http://www.northernhealthregion.ca) on or before**

**OPEN UNTIL FILLED**

*Note: In the event of technical difficulties with the online application, please contact Human Resources at [recruitwest@nrha.ca](mailto:recruitwest@nrha.ca) for assistance prior to the closing date.*

Awarded to: \_\_\_\_\_

Date: \_\_\_\_\_