

JOB DESCRIPTION

Benchmark Job #042

Ministry: Health
Branch: Alcohol and Drug Programs
Location: Maple Cottage Detox Centre

Working Title: **Health Care Worker - Detox**
Level: Range 13
Classification: Health Care Worker

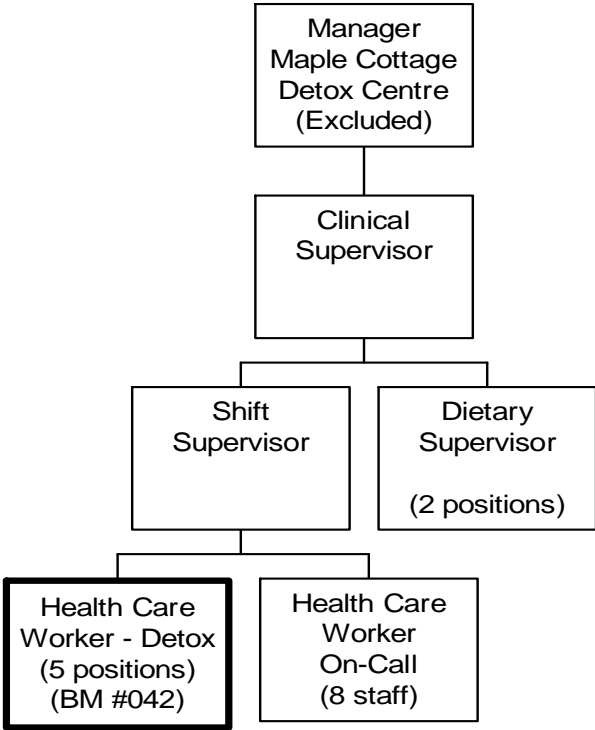
PRIMARY FUNCTION

To monitor and assist youth and adult clients to withdraw from substance abuse at Maple Cottage Detox Centre.

JOB DUTIES AND TASKS

1. Monitors and assists clients to withdraw from substance abuse
 - a. admits and discharges clients and obtains and records pertinent client history
 - b. takes vital signs to assess client condition
 - c. monitors clients and reports changes in physical and psycho-social status to nursing staff
 - d. assists in emergencies such as heart attack or drug overdose by initiating CPR or alerting Emergency Medical Services, as directed by nursing staff
 - e. collaborates in the development, implementation, assessment and revision of client care plans
 - f. performs non-sterile procedures such as the collection of urine samples
 - g. assists clients to maintain optimal personal hygiene
 - h. provides supportive counselling such as behavioural management and self esteem on an individual or group basis to clients and their families
 - i. recommends client referral to detox physicians, social workers or other agencies
 - j. instructs clients and their families on lifestyle, basic health and substance abuse issues
 - k. leads discussion groups and exercise sessions
 - l. maintains complete and accurate client documentation

2. Performs other related duties
 - a. maintains a safe environment by observing clients and reporting issues to shift supervisor
 - b. attends team conferences and meetings
 - c. escorts clients outside the unit
 - d. participates in the orientation of new employees and students
 - e. maintains unit security through routine search of client's belongings, premises and grounds
 - f. receives, receipts and secures client funds and property upon admission and returns when discharged
 - g. in collaboration with nursing staff, uses non-violent crises intervention to defuse aggressive behaviour and potentially violent situations
 - h. maintains cleanliness of unit by making beds, cleaning floors and collecting soiled laundry



REASON FOR CLASSIFICATION

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FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
1	<p>JOB KNOWLEDGE Understand and apply the accepted methods of detoxification treatment to monitor, counsel and maintain safe and secure environment for clients undergoing substance abuse withdrawal in a detox centre.</p>	E	145
2	<p>MENTAL DEMANDS Judgement to assess client needs and choose an approach using a combination of accepted detoxification techniques and equipment to monitor patient health, safety and security, provide counselling on drug and alcohol abuse and respond to emergency situations such as heart attack, drug overdose and violent incidents.</p>	D	100
3	<p>INTERPERSONAL COMMUNICATION SKILLS Persuasion required to use basic counselling skills to encourage cooperation and motivate clients to accept treatment plans.</p>	D	45
4	<p>PHYSICAL COORDINATION AND DEXTERITY Moderate coordination and dexterity required to use non-violent crises intervention to control aggressive behaviour.</p>	C	15
5	<p>RESPONSIBILITY FOR WORK ASSIGNMENTS Guided by general procedures or instructions, selects alternative course of action to attend to and monitor the health and safety of detox clients, recommend treatment plans, counsel clients on self-esteem and behavioural management, and respond to medical emergencies such a heart attacks and drug overdoses.</p>	D	75
6	<p>RESPONSIBILITY FOR FINANCIAL RESOURCES Limited financial responsibility to receive, receipt and secure client funds and property on admission and return on discharge.</p>	B	10
7	<p>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION Some responsibility to access and update client information on records.</p>	B	10

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FACTOR NO.	REASON FOR CLASSIFICATION	DEGREE	CLASS. POINTS
8	<p>RESPONSIBILITY FOR HUMAN RESOURCES Limited responsibility for human resources to provide informal orientation to the workplace to new employees.</p>	A	5
9	<p>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS Considerable care and attention to provide direct personal care for clients going through alcohol/drug withdrawal.</p>	E	40
10	<p>SENSORY EFFORT/MULTIPLE DEMANDS Intense requirement to almost always observe clients going through substance withdrawal which could lead to emergency situations such as heart attack and choking.</p>	D	18
11	<p>PHYSICAL EFFORT Heavy physical effort to regularly lift heavy clients and heavy laundry bags.</p>	E	24
12	<p>SURROUNDINGS Exposure to providing direct personal care to unstable detox clients almost always.</p>	E	12
13	<p>HAZARDS High level of exposure to hazards from almost always working around clients going through substance withdrawal in a detox centre, who may react violently.</p>	E	12

Total Points: 511

Level: Range 13