EMPLOYMENT OPPORTUNITY

Personal Support Worker (PSW)

Employment Status:	Permanent, Part-time, Relief/On-Call
Compensation:	$33.53 per hour
Location:	Strathmere Lodge – Strathroy, ON
Union:	UNIFOR

POSITION OVERVIEW

As a member of the nursing team and under the supervision of the Registered Nurse or the Registered Practical Nurse, the Personal Support Worker performs various aspects of resident care in accordance with the policies and procedures of Strathmere Lodge.

This is a permanent part-time, relief/on-call position. Shifts may be scheduled for 6:00 a.m. – 2:00 p.m., 2:00 p.m. – 10:00 p.m., or 10:00 p.m. – 6:00 a.m, or as assigned. The successful candidates will be available to work weekdays, weekends, and statutory holidays, and able to respond to short notice call-ins when needed.

QUALIFICATIONS

- Successful completion of a Personal Support Worker (PSW) program that meets the requirements set out by the Ministry of Training, Colleges and Universities, and is a minimum of 600 hours in duration. Alternative qualifications accepted: Registered Nurses (RNs) or Registered Practical Nurses (RPNs) with adequate skills and knowledge to perform PSW duties and holds a current certificate of registration with the College of Nurses of Ontario; Students currently enrolled in RN, RPN, or PSW programs meeting the above standards, under appropriate supervision; or, Persons with a diploma or certificate from another jurisdiction, equivalent to a minimum of 600 hours of training, including both class time and practical experience, and recognized as having equivalent skills.
- Excellent interpersonal and communication skills with the ability to build rapport with residents and staff
- Current Criminal Record Check with a Vulnerable Sector Screening and TB testing that is satisfactory to Strathmere Lodge/Middlesex County

WHY CHOOSE STRATHMERE LODGE?

Strathmere Lodge is a not-for-profit, long-term care home that is owned by Middlesex County. Opened in 2006, this facility sits on a five-acre site on the outskirts of Strathroy. The home provides care to 160 residents in accordance with Ontario legislation and standards established and monitored by the Ministry of Long-Term Care.

At Strathmere Lodge, you will have a chance to make an impact in your everyday work and build lasting relationships. We offer a culture that values inclusion, diversity, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

HOW TO APPLY

If you are interested in this opportunity, please submit your **cover letter** and **resume** online using the application link below by **4:30 p.m.** on **December 8, 2026.**

CLICK HERE TO APPLY

Existing Vacancies: We are currently hiring candidates for existing vacancies in this position.

Artificial Intelligence: We do not use AI to screen, assess, or select candidates.

We thank all applicants who apply, but only applicants interviewed will be acknowledged. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act**.** It will be used for selection purposes only.

WHAT WE OFFER

Employee Recognition Events
Professional Development
Eligibility for OMERS Pension Plan
13.75% Pay in Lieu of Benefits
4% Vacation Pay
Employee and Family Assistance Program

VISIT OUR CAREERS PAGE

https://www.middlesex.ca/departments/human-resources/job-opportunities

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.

STRATHMERE LODGE
POSITION DESCRIPTION

TITLE:	Personal Support Worker
REPORTS TO:	Director of Resident Care, Assistant Director of Resident Care, Nursing Coordinators, RNs, RPNs
DEPARTMENT:	Nursing
POSITIONS SUPERVISED:	N/A
EFFECTIVE DATE:	July 2024
HOURS OF WORK:	6:00 a.m.-2:00 p.m., 2:00 p.m.-10:00 p.m., 10:00 p.m.-6:00 a.m., or as assigned

POSITION SUMMARY

As a member of the nursing team and under the supervision of the Registered Nurse or the Registered Practical Nurse, the Personal Support Worker performs various aspects of resident care in accordance with the policies and procedures of Strathmere Lodge.

PRINCIPAL DUTIES & RESPONSIBILITIES

- Performs or assists resident to perform personal hygiene care such as bathing, grooming, hair and nails, toileting, oral hygiene, dressing and records on resident's flow charts.
- In accordance with policies and procedures, performs duties such as feeding resident, performing minor non-prescription treatments i.e. foot soaks, lifting and transferring resident, ambulating, positioning and removing resident from toilets, commodes, urinals and bedpans, stripping beds of soiled linen and making beds.
- Collects and labels specimens for Lab such as urine, sputum, feces.
- Accurately records TPR and promptly reports abnormal vitals to a RN/RPN.
- Observes and reports resident progress, daily activities, intake and output and other information pertinent to resident well-being and promptly reports abnormal conditions to a RN/RPN.
- Completes residents' RAI assessments as assigned.
- Provides non-medical care to resident, i.e. the aggressive or confused as per care directions.
- Answers call bells promptly.
- Orientates newly appointed PSWs.
- Uses equipment such as Ninjo flushers, lifts, stretchers, wheel/Geri-chairs and beds safely as per policy and procedures of Strathmere Lodge.
- Assists with preparation of deceased body and assembles belongings.
- Cleans and stocks utility and spa rooms. Clean and disinfect commodes, bedpans, urinals. Cleans wheelchairs, Geri-chairs, walkers as required.
- Assists with taking residents to and from OT/PT activities, appointments within the building and recreational programs.
- Motivates residents and encourages them to maintain their highest level of ability.
- Performs all other duties as assigned.

QUALIFICATIONS

Education & Experience

- Successful completion of a Personal Support Worker (PSW) program that meets the requirements set out by the Ministry of Training, Colleges and Universities, and is a minimum of 600 hours in duration. Alternative qualifications that will be accepted:
    - Registered Nurses (RNs) or Registered Practical Nurses (RPNs) with adequate skills and knowledge to perform PSW duties and holds a current certificate of registration with the College of Nurses of Ontario;
    - Individuals who have worked as a PSW in a long-term care home within the 12 months prior to July 1, 2011, if working on a full-time basis for at least three years during the five years immediately before being hired, or working on a part-time basis for the equivalent of at least three full-time years during the seven years immediately before being hired;
    - Students currently enrolled in RN, RPN, or PSW programs meeting the above standards, under appropriate supervision; or,
    - Persons with a diploma or certificate from another jurisdiction, equivalent to a minimum of 600 hours of training, including both class time and practical experience, and recognized as having equivalent skills.

Knowledge, Skills and Abilities

- Proficiency in assisting with activities of daily living (ADLs) such as bathing, grooming, dressing, feeding, and toileting.
- Excellent interpersonal and communication skills to interact effectively with residents, families, and healthcare team members and to provide comprehensive care.
- Basic knowledge of medical terminology, infection control practices, and safe lifting techniques.
- Ability to monitor and recognize changes in residents' physical or mental health and report these changes to the appropriate healthcare staff.
- Demonstrated ability to provide compassionate care and support to residents, respecting their dignity and independence.

Other

- Current Criminal Record Check with Vulnerable Sector Screening that is satisfactory to Strathmere Lodge/Middlesex County.
- Completion of TB testing (a 2-step TB skin test must be completed within the last twelve (12) months, or a 1-step TB skin test within the last twelve (12) months will be accepted with proof that a 2-step TB test was previously completed).