



JOB DESCRIPTION - HOMEMAKER

COMPANY AND CANDIDATE PROFILE

At Mosaic, we believe in the right of all persons to continue to grow as human beings, to continue to create, connect and have meaning irrespective. We believe in the importance of community and the creation of community connections across the private, public and not-for-profit sectors. We are leading the way to the development of person and age friendly communities that enable healthy aging and bring people together to achieve common social goals.

Mosaic Home Care & Community Resource Centres is recognized as a best practice leader in home care services and for the way it addresses human values and social and community interaction. It is a recipient of the Gold Medal of The European Society for Person Centered Healthcare for its Person Centered, Community Focused Model of Care. Providing you with the tools and training that you need to deliver Mosaic’s higher standards of care is as important to us as it is to you. Training on our person centered care framework, “The Meaning of Me®”, will also be provided.

Before contacting us, please take the time to find out more about our company, our services, our staff and our standards by visiting our website www.mosaichomecare.com and our community blog www.janesgtacafe.ca.

Candidates should be excited at the opportunity to champion these beliefs and to help support the continuing development of the community interface for our award winning person centered model of care.

The ideal candidate will express the following key attributes:

- Have an understanding and a commitment to concepts of personhood as an important aspect of human relationships outside of the typical care constructs that are usually defined by the lens of incapacity and other vulnerabilities.
- Demonstrate an ability and a passion for working and communicating with people of all ages, needs, cultures and backgrounds.
- Be an ethical person with a strong sense of self-awareness and a clear understanding of fundamental human rights.

MAIN OBJECTIVE:

A Homemaker is an individual who assists members/clients with the instrumental tasks of daily living relating to household management. They are to assist in household management/housekeeping/household services, in order to preserve a safe, healthy and sanitary home for the client/member and their family. It is essential to note that homemakers do not provide or assist in member’s/client’s personal care.

POSITION TITLE:	REPORTS TO	HOURLY SALARY RANGE
Homemaker	Managing Director	\$14.00 - \$17.00

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Major Duties (but not limited to the following):

- Maintaining a safe, healthy and sanitary environment for the member/client and their family
- Providing companionship
- Basic housekeeping
- Laundry
- Grocery shopping and other errands
- Accompanying clients to appointments
- Basic meal planning and preparation (except for member's/client's with therapeutic diets)
- Reporting unsafe conditions in the home including changes in the client's physical or mental behavior

Qualifications/Requirements:

- High school diploma or equivalent
- Must have a minimum of twelve months paid cleaning experience
- Good written and verbal communication skills
- Ability to practice a high level of confidentiality
- Strong organizational skills
- Current First Aid/CPR
- Medical Clearance
- Immunization Record
- Tuberculosis test
- Must be bondable
- Current police clearance including vulnerable sector screening
- Three professional references
- WHMIS an asset

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MOSAIC'S STANDARDS OF EXCELLENCE®:

Mosaic's Standards of Excellence® are one of many ways to assure our clientele that we are providing only the highest quality of care. All Mosaic employees must meet the standards noted below, as a minimum; however ongoing training sessions are available and personal growth is encouraged.

- ✚ Bondable
- ✚ Code of ethics and conduct (*ability to abide by these codes*)
- ✚ Confidentiality (*ability to practice a high level of privacy and confidentiality*)
- ✚ Credentials (*validity verified, kept on file and maintained as needed*)
- ✚ Belief in and adherence to the Principles of Person Centered Community Integrated Care
- ✚ Health & Safety Core Training (*mandatory completion prior to work start*):
 - New employee orientation (*review of policies, procedures, guidelines*)
 - Including The Meaning of Me®
 - Fire Safety
 - Mosaic – Ergonomics
 - Mosaic – Preventing Violence and Harassment in the Workplace
 - Mosaic – Slips, Trips and Falls and Housekeeping
 - Mosaic – WHMIS (*workplace hazardous materials information system*)
 - Safety Basics ON
 - Mosaic – MOHLTC Mandatory Training (*to meet LTC staffing compliance rules and as outlined in the Long-Term Care Homes Act 2007 and Regulations 79/10*)
- ✚ High school diploma or equivalent
- ✚ Immunization record
- ✚ Medical clearance
- ✚ Tuberculosis test and clearance (*TB - Mantoux Test*)
- ✚ Police clearance; including the vulnerable sector screening clearance (*up-to-date*)
- ✚ Reference checks (*2-3 business references*)

Note: Mosaic's Standards of Excellence® are comprised of a more extensive list; however only the Mosaic employee related standards are hereby defined to help our potential candidates and the community understand our minimum standards for adding exceptional employees to our team.