

JOB DESCRIPTION – LIFESTYLE COMPANION®

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 Centre 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.

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:

Our Lifestyle Companions® focus on enriching the lives of individuals by providing social and emotional well-being. Mosaic Lifestyle Companions® are typically a more mature individual that have a genuine desire to work with seniors/elderly and are willing to share their interests by delivering a friendly visiting service. Services may include companionship, conversation, help with hobby-based activities ie. gardening and/or playing cards, word games, musical or artistic interests, coordinate, and accompaniment to weekly social outings, going for walks, assistance with letter writing, computer assistance, etc. Our Lifestyle Companions® support and maintain an independent way of life; ultimately enhancing the lives of those we serve.

POSITION TITLE:	REPORTS TO	HOURLY SALARY RANGE
Lifestyle Companion®	Director of Operations	\$18.00 – 19.80

DUTIES AND RESPONSIBILITIES (but not limited to):

- Work together with Client Services Liaison to develop activities and/or programmes
- Provide client with meaningful companionship and social interaction
- Encourage client to pursue hobbies and interests
- Provide friendship and engage in conversation
- Accompany to social gatherings, activities, community events, appointments and walks as required
- Assist in meal preparation with/without the client (as appropriate), and potentially create weekly menus accommodating specific dietary needs
- Recognize and report any and all incidents or changes in health status to the immediate supervisor in a timely manner
- Maintain an effective communication and professional relationship with clients, client’s family and immediate supervisor
- Record daily activities and other findings in Daily Logs
- Ensure confidentiality of client and company information
- Conform to all policies and procedures as outlined in the Employee Guide
- Transportation (when applicable)
- Uniform required (Mosaic Logo white polo shirt, black pants, photo ID Badge (although not worn for the duration of the visit) and proper footwear)
- Sundry duties as assigned

QUALIFICATIONS:

- High school diploma or equivalent
- Immunization record
- Medical clearance
- Negative Tuberculosis Check (TB – Mantoux Test)
- Police clearance; including the vulnerable sector screen clearance (up-to-date)
- Reference checks
- Ability to communicate effectively, written and verbal, including interpersonal skills
- Listening skills
- Cooking skills an asset
- Professional appearance and demeanour
- Ability to practice a high level of confidentiality
- Ability to interact with member/family in a professional respectful manner
- Second language an asset
- Driver’s license and own vehicle 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, as a minimum, must meet the standards noted below.

- ✚ 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 Mandatory Core Training (*completion prior to work start*). Ongoing training sessions are available and personal growth is encouraged.

HEALTH & SAFETY ONLINE TRAINING REQUIREMENTS:	
MSD & ME (6 Modules):	REGULAR (6 Modules):
<ol style="list-style-type: none"> 1. <i>MSD Awareness and the Law</i> 2. <i>Basic Anatomy</i> 3. <i>Musculoskeletal Disorders</i> 4. <i>Ergonomics</i> 5. <i>Guidelines for Movement</i> 6. <i>Body Care</i> 	<ol style="list-style-type: none"> 1. Fire Safety 2. Mosaic Preventing Violence and Harassment in the Workplace 3. Mosaic Slips, Trips and Falls and Housekeeping 4. WHMIS 2015 5. AODA Full 6. *Safety Basics ON <p><i>*Expires annually = Needs to be completed once per year</i></p>

- ✚ New employee orientation (review of policies, procedures, guidelines), including The Meaning of Me®
- ✚ 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.