

Position Summary

Position Title: Community Health Worker - Seasonal Agricultural Worker Health Program

Reports to: Program Manager

Revision Date: September 2020

Summary:

The Community Health Worker is responsible for providing community liaison, health education and promotion in addition to the development, implementation, and evaluation of initiatives. The position has a strong emphasis on health promotion, disease prevention, and community capacity building within a harm reduction framework. These duties are accomplished as part of an interdisciplinary team of professionals whose objective is to increase access to primary health care to migrant agricultural workers.

Key Objectives:

1. Work with primary health care team and the community to address the health care needs of the migrant agricultural workers.
2. Engage and build new relationships with community partners and employers in order to raise awareness and build community capacity through effective liaison and health promotion activities
3. Provide primary health care services within scope of practice i.e. participate in intake, treatment plans and other clinical activities as appropriate. This includes consultation with medical staff and other providers when the client's condition requires care beyond the scope of practice.
4. Be part of an interdisciplinary team that assists with the development, analysis and implementation of policies and procedures for improving the delivery of health care services.
5. Ensure appropriate comprehensive treatment is provided by maintaining complete and accurate charts and medical records, and participating in chart reviews and case conferences.

6. Supervise students and volunteers by providing competent leadership, orientation, and developing and scheduling training and learning plans including shared client contact.
7. Coordinate workflow of primary health care services and provide functional guidance to staff, volunteers and learners.
8. Develop and maintain document management and distribution systems to ensure the staff, volunteers and learners are aware of and oriented to new information, equipment and procedures.
9. Coordinate and/or participates in events and activities to support education and provision of primary health care.
10. Provide clients with education related to health practices, illness prevention and navigation of the health care system to access health services, through presentations and small group meetings.
11. Co-ordinate ongoing assessment of and responses to community needs, including identifying opportunities and resources to support the SAWH program and community.
12. Ensure resources are in place and are used appropriately, and evaluate their effectiveness.
13. Provide input for development of Quest Strategic Plan. Promote the mission, vision, values and philosophy of service developed by Quest CHC.
14. Attend and participate in staff meetings and special projects and other duties as assigned.
15. Meet organizational quality and quantity of work standards. Comply with applicable medical directives, policies, regulations and legislation identifying any areas of non compliance.
16. Maintain and develop professional competence through continuing education.
17. Participate and comply with all health and safety processes and initiatives to ensure the organization remains a safe workplace.
18. Maintain and update medical directives, protocols and procedures in collaboration with the Program Director.

19. Conduct presentations, facilitate workshops and group meetings as well as participate in program planning and community initiatives.

Qualifications:

Education

- Completion of a college or university program in social work, health promotion or other social science or health related discipline is required.
- Current certification or willingness to become certified in Non Violent Crisis Intervention (NVCi).

Experience

- Experience in a community based setting.

Skills and Abilities

- Awareness of, and sensitivity to, the health issues of the community.
- Ability to provide compassionate, respectful, non-judgmental and culturally competent care.
- Knowledge of resources within the community and methods of access.
- Ability to function independently in potentially difficult situations and the ability to decide what present issues are a priority.
- Ability to deal with disruptive behaviour and crisis management.
- Ability to plan and organize assigned duties.
- Ability to establish positive working relationships with interdisciplinary team, clients, and service providers.
- Proficiency in the use of computer software such as Microsoft Office and electronic medical records, such as Purkinje.
- Ability to communicate effectively in the English language, both in writing and verbally, and to present information to groups. Proficiency in other languages, such as Spanish is an asset.
- Skilled at developing and delivering group presentations.

Conditions of Employment

- Valid Ontario Drivers' License, access to a reliable vehicle and a Police Reference Check are required.
- Maintain and develop professional competency through training or appropriate continuing education.
- Maintain confidentiality in compliance with the Personal Health Information Protection Act (PHIPA), Freedom of Information and Protection of Privacy Act

(FIPPA) and Personal Information Protection and Electronics Document Act (PIPEDA).

Physical Demands

The position requires fine motor movements and gripping, handling and/or lifting 10-20 pounds. It also requires sufficient mobility to allow sitting, standing and twisting to reach patients and equipment. The position also requires far and near vision, depth, spatial and form perception, feeling, reading, writing.

Speech and listening are critical aspects of the role to effectively communicate with clients for education, instructions and general rapport to relieve anxiety.

Working Conditions

The duties of this position are performed both inside and outside the health care centre including satellite locations and points of service. Working conditions vary due to location and weather.

The candidate must be able to work varying work schedules, and in multiple work locations.

Employee Signature: _____	Date: _____
Supervisor Signature: _____	Date: _____