**STAFF QUALIFICATION AND JOB DESCRIPTION**

**POSITION TITLE** **Direct Care Staff/Relief Staff**

**CATEGORY** Classified Non-Exempt

**PROGRAM** Serenity Adult Home

DEFINITION:

Direct Care and Relief Staff shall be under the direct supervision of the Facility Administrator, or designated Lead Staff in the absence of the Administrator to provide care support, instructions and special services to residents with developmental/mental disabilities in facility and community.

EXAMPLES OF DUTIES

1. Responsible for providing care, support, supervision, instruction, and special services to residents at the facility and in the community per residents’ IPPs and ISPs.
2. Responsible for reporting and documenting all suspected resident abuse to the appropriate authorities.
3. Responsible for completing all required documentation and reports per facility procedures.
4. Responsible for resident data tracking and analysis.
5. Responsible for assisting residents with prescribed medications.
6. Responsible for correctly tracking and logging resident medication and changes in medication
7. Responsible for tracking resident medical, psychiatric, and dental appointments.
8. Responsible for transporting residents to medical, psychiatric, and dental appointments.
9. Responsible for maintaining resident and program confidentiality.
10. Responsible for maintaining a professional relationship with residents, colleagues, parents, case manager and relevant others.
11. Responsible for the disbursement, and management of residents P & I monies.
12. Responsible for maintaining relevant resident communication with day program and families.
13. Responsible for implementing and understanding of Person-Centered Planning
14. Attend all required meetings and in-services including those meetings that extend over the 40-hour workweek.
15. Responsible for the implementation of resident individualized program plans and individual support plans (IPP’s & ISP’s).
16. Responsible for the implementation of community integration activities.
17. Operate a variety of office equipment, including copiers, calculators, computers, fax machines and telephone answering machines.
18. Perform a variety of clerical work including photocopying, filing and record keeping as assigned by the Facility Administrator.
19. Assist residents who have a signed consent form approving, will assistance from staff with self-help and ADLs.
20. Ability to serve as designated substitute in the absence of Facility Administrator.
21. Effective management of residents with assault or aggressive behaviors.
22. Support residents in developing and maintaining meaningful relationship with family, friends, and others in the community.
23. Attend and complete on-site orientation within the 40 hours of providing direct care services.
24. Attend and complete all scheduled on-the-job trainings.
25. Staff must complete 12 CEUs annually from the date of hire.

**QUALIFICATIONS**

1. Must be 18 years of age

2. Fingerprint and Criminal record clearance

 3. TB Clearance within the last year including the date the clearance was issued.

4. Physical Examination within the last year including the date of the examination.

5. Safe and Reliable Vehicle.

6. Valid CA Driver’s License

7. Proof of auto insurance including the date covered.

8. Acceptable DMV Record.

9. Current First Aid & CPR Certification with expiration date.

 10. Staff will complete DSPT 1 within first year of providing direct care and DPST 2 will

 be completed within the second year of direct care in accordance with Title 17

 regulations

 11. Non-aversive behavior management techniques.

 12. Have an understanding of Person-Centered Planning.

 13. Community and home-based instruction in critical life needs areas, with emphasis on

 functional and age-appropriate skills.

 14. Documentation procedures of resident progress.

 15. Record keeping and filing techniques: Basic office equipment.

 16. Proficiency in oral and written English.

 17. Successful completion of CPR & First Aid training is required upon hire before

 providing direct care services to residents.

 18. Positive Behavior Intervention (PBI) training within the first six months, and

 HIV/AIDS training/blood borne pathogens within the first three months of

 employment.

 19. Staff must be CPI certified to account for 16 hours of Emergence Intervention Plan

 required before engaging or participating in resident’s restraint.

 20. Direct Care staff shall take and pass a food-handlers test offered by approved vendor.

**Skills and Abilities**

* Understand and follow oral and written directions and accept work direction from others.
* Ability to provide special services to profoundly behaviorally challenged individuals.
* Meet the public with courtesy and tact.
* Establish and maintain effective working relationships with residents, coworkers, parents and outside contacts.
* Refer/relate pertinent information to Facility Administrator.
* Ability to assist residents in the use of adaptive devices and communication aids.
* Ability to transport self to workplaces via car, bus etc.
* Ability to be flexible.

**Education and Experience**

High School Diploma or GED is required. One-year experience providing direct care, supervision and special services to individuals with a wide range of developmental disabilities, preferably with individuals with the most severe challenges.

**WORKING CONDITIONS**

**Physical Requirements**

Maximum – lifting and transferring of residents up to 125 pounds.

**Environment**

Exposure to Blood Borne Pathogens could occur during toilet, feeding or when administering first aid to residents. Hepatitis B vaccines are offered to all employees at no cost to the employee. Resident care, assistance, support, and supervision may occur in the facility and in the community.

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Employee Signature Date

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Print Name