

Hiring practices at long-term care facilities in East Prince PEI

by Stella Shepard

Long-term care facilities in **East Prince** include **Stewart Memorial Home** in **Tyne Valley**, and **Summerset Manor** and **Wedgewood Manor** in **Summerside**.

Stewart Memorial Home has 22 long-term care beds, and two respite care beds. There are 45 staff members.

Summerset Manor is an 82-bed long-term care facility with 140 staff members. The home has a bilingual neighbourhood and a dementia neighbourhood. Two respite beds are also available.

Wedgewood Manor is a 75-bed long-term care facility. This traditional model facility has many recent updates. There are 140 staff members.

Staff titles at the three facilities:

- Nurse Manager
- Clinical Resource Registered Nurse
- Registered Nurse
- Licensed Practical Nurse
- Resident Care Worker
- Clerical staff (scheduling staff, financial clerks, nursing clerks)
- Maintenance Staff (Generalists, Carpenters, Plumbers, Electricians)
- Cooks, Nutrition and Environmental Services staff
- Recreation Staff
- Occupational Therapist and Occupational Therapist Assistants

Volunteering

A bursary program for high school students called Youth and Elders in Action allows 30 students gain bursary hours. “We work with various community groups to encourage young people to volunteer. These opportunities can enrich the lives of the residents and those graciously contributing.”

Many jobs available

“Full-time, part-time, contract, temporary, permanent, and year-round positions are available,” says **Gayle LaMont**, Administrator. “Wages, healthcare benefits, insurance, sick and vacation time are determined by collective agreements.

“High school students working here in the summer have a great opportunity to learn if the long-term care field is a fit for them,” says Gayle. “Many students find it very rewarding. We are very interested in hiring RN and LPN students for summer positions and casual work.”

Hiring needs

“Our hiring needs are on-going, year-round,” says Gayle. “Job seekers should watch for postings at www.gov.pe.ca/jobspei because many opportunities come up throughout the year. The most difficult positions to fill are Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Resident Care Workers (RCWs), and Red Seal Cooks.

“At Summerset Manor we have bilingual positions for nursing, service workers, clerks, and an OT Assistant.

“The PEI Public Service Commission does all our hiring,” says Gayle. “The best way to get your foot in the door is through volunteering, seeking opportunities for student placements, and applying for casual work. We are eager to welcome diversely talented, educated, and caring new staff members to work with our team.”

Summerset Manor: call 902-888-8310. To volunteer apply online, or call 902-888-8327. Visit www.princeedwardisland.ca/en/information/health-pe/summerset-manor

Stewart Memorial Home: call 1-800-262-2614. To volunteers apply online, or call 902-831-7900. Visit www.stewartmemorial.org

Wedgewood Manor: call 902-888-8340. To volunteer, apply online, or call 902-888-8327. Visit www.princeedwardisland.ca/en/information/health-pe/wedgewood-manor



Stewart Memorial Home



Summerset Manor



Wedgewood Manor

For tips on applying to the PEI Public Service Commission, visit www.employmentjourney.com/tips-applying-provincial-government/

Resident Care Worker loves her job

by Heidi Riley

Susan Campbell has had a varied career as a cosmetician at a pharmacy, restaurant owner, a restaurant hostess, and a retail manager. She was always interested in the healthcare field, and volunteered in the Emergency Department of the QEH in Charlottetown for 10 years, earning a pin for 1,000 hours of volunteer work. She also volunteers at the Cancer Treatment Centre.

“I always admired nurses and RCWs,” says Susan. “My sister, who is a ward clerk at Souris Hospital, suggested I take the RCW program. I talked to other people who had taken the course, and decided to go for it. The nine-month Marguerite Connolly Resident Care Worker program was right for me.

“I started school in April, 2018. I was scared, because I had not been in school for many years, and I didn’t know if I could do it. I soon found that I loved going to school every day, and I love learning. The program was fabulous.

“To get through it, you have to be organized, disciplined, and willing to study. The trainer Pam Josey was really good. We had a small class, so we were able to spend more time on subjects we had difficulty with.” The program includes clinical placements at long-term care facilities, hospitals, and in home care.

Finding a job

Susan applied to the provincial public service, and her interview was scheduled before her program was over. She finished school December 21, and began working at Beach Grove Home January 7 as a casual. By February she was guaranteed four shifts every two weeks, and she picks up five to six more shifts a week.

“Working different shifts is not hard for me, but some people may find it difficult. It is a hard physical and a hard mental job, so you need to take care of yourself and get enough rest.

“There are all kinds of work opportunities. When you get your government employee number, you can apply for internal job postings.”

RCWs can work in long-term care facilities, community care facilities, hospitals, mental health, addictions, home care, community agencies, disability support, and other health related fields.

Duties on the job

In the mornings, Susan greets residents, encourages them to get up for breakfast, and helps with personal care, grooming, hygiene, mouth care, bathing, and getting dressed. She also helps serve meals, does safety checks, makes sure bed rails are up, and restocks supplies.

“You need to be a quick thinker, and know how to redirect residents according to their personality. You need a lot of patience. I love the residents and the staff.

“Becoming an RCW is the best thing I ever did. I should have done it long ago. Every day is different, and it is so rewarding.”



Susan Campbell took the Resident Care Worker program at Marguerite Connolly Training and Consulting, and loves her job at Beach Grove Home.

Marguerite Connolly Resident Care Worker program

The next intake for the program in Charlottetown is April 8, and the next intake in Summerside is October 21.

To apply, pick up an application package at 55 Grafton Street in Charlottetown or at 10 Slemmon Park Drive in Summerside, or at Career Development Services location.

“We look for people who are kind, caring, compassionate and love helping people,” says **Katherine McQuaid**, Director. “Our 36-week Resident Care program provides group and individualized instruction and has the theoretical and practical training needed to work as Resident Care Workers, Patient Care Workers, and in Home Care.”

For more information, call 902-566-9705 or email info@rcwtraining.com
Visit www.rcwtraining.com

