

## PHYSICAL DEMANDS FOR DIRECT CARE EMPLOYEES

Springbrook employees working in the Community Homes, Residential School and/or HCBS departments are required to meet the minimum qualifications listed below.

1. All SCIP-R physical interventions (Perform Strategies for Crisis Intervention and Prevention as necessary for physical restraint and control of individuals exhibiting aggressive behaviors including one-person escort, standing wrap, seated wrap, and one-person take down onto side).
2. Cleaning kitchen, bathrooms, common living areas, etc., including windows, as needed.
3. Bringing the recyclables to the MOSA station from the basement (cardboard, glass, metal), carrying groceries and monthly food bank orders, including case goods, putting groceries away in cupboards, pantry, basement, and storage areas.
4. Washing, drying, folding, and storing consumer-specific and house laundry.
5. Stair climbing is required. Must be able to walk up and down approximately 20 stairs to the 2<sup>nd</sup> floor bedrooms, 3-6 times a day at a minimum.
6. Shoveling snow, spreading salt and sand, and lawn mowing.
7. Assisting in the dressing and undressing of students, including the tying of shoes.
8. Assisting students in and out of the bathtub/shower, as well as bathing or assisting with the bathing using hand-over-hand washing.
9. Assisting participants in and out of van and/or automobiles and drive students in agency vehicles to work, recreational activities, and medical appointments.
10. Transfer participants in and out of wheelchairs and assist them in their use of physical adaptive equipment such as walkers, standers, and braces.
11. Escort consumers, with arm to elbow support, up and down exterior and interior stairs and while walking in the community.
12. Assistance or full support in toileting and use of diapers.
13. Work alone during normal shift or covering 11pm-9am shift as needed.

**SPECIAL DEMANDS:** Residential Counselors need to be able to do a one-person transfer when necessary. They also need to be able to lift a minimum of 50 pounds. On occasion it may be necessary to lift a greater weight, in which case the Residential Counselor needs to be able to identify whether or not to ask for assistance. Overtime may be required. Residential Counselors may be required to provide coverage in a work location other than their primary residence.

**QUALIFICATIONS:** Minimum requirements are a high school diploma or equivalent, valid NYS driver license without convictions for moving violations, and the capacity for performing physical requirements described by the above Physical Demands and Special Demands sections. Experience with individuals who are developmentally disabled is preferred. Springbrook orientation which includes Medication Administration, CPR, and First Aid must be completed successfully within 3 months of employment.