PHYXIUS

Direct Care Staff
Job Description

The Direct Care Staff member at Phyxius Inc. plays a vital role in providing daily support, supervision and care for individuals with intellectual disabilities and mental illness. This role requires a compassionate, patient, flexible and resilient person who can offer both emotional and physical support, promote independence, and ensure a safe and respectful environment. Some individuals may exhibit high-risk behaviors, including aggression and elopement. Staff must be trained and prepared to use physical intervention techniques when necessary, always prioritizing safety and dignity.

Qualifications:
This position requires a genuine interest and demonstrated ability to support individuals with developmental disabilities. Applicants will be evaluated based on their attitude, skills, and aptitude for this work.
-Must pass background check.
-Must demonstrate the physically capability to perform all direct care tasks.
-Must pass Therapeutic Intervention training, including all physical restraint techniques.
-Must attend, complete and pass all mandatory training courses as directed.
-Ability to work flexible hours, including weekends, and holidays.
-Strong communication skills and ability to remain calm and focused under pressure.
-Commitment to treating all individuals with dignity, respect, and compassion.
-Positive attitude, strong work ethic, and ability to work independently and as part of a team.

Conditions of Employment: The first six months of employment constitute a probationary period, during which performance will be evaluated.

Availability:
This part-time or full-time position requires flexibility, including weekends and holidays. Because we provide 24/7 care, staff may be scheduled outside of their preferred availability and at multiple locations. Shifts may change on short notice to ensure consistent, high-quality care.

Reports To: Assistant Program Leader, Program Leader, Operations Supervisors, and Directors.

Preferred Qualities:
-Experience working with individuals with intellectual disabilities and/or mental illness.
-Patience, empathy, and a strong sense of responsibility.
-Confidence in managing behavioral challenges with professionalism and care.
-Resilience under stress.
-Sense of humor.

Key Responsibilities:

- Provide direct care and supervision in daily routines, including personal hygiene, medication administration and community outings.
- Assist with grocery and supply shopping to ensure the home is well-stocked.
- Prepare and serve nutritious meals according to the dietary needs and preferences of each individual.
- Perform regular deep cleaning of the home, including bedrooms, bathrooms, common areas, and kitchen.
- Maintain the outdoor space by removing weeds from gardens/flower beds and shoveling snow from sidewalks and steps to ensure safety.
- Engage with individuals in activities they enjoy, encouraging social, recreational, and leisure participation.
- Be flexible and willing to work various shifts (including day, evening, overnight), with weekend and holiday shifts being mandatory.
- Remain available to provide consistent, high-quality care by adapting to the scheduling needs of the home and organization.
- May be required to work at multiple program locations based on staffing or company needs.
- Assist in the implementation of individualized care plans and behavior support strategies.
- Intervene during crisis situations using trained de-escalation techniques and, when necessary, physical intervention and manual restraint per policy and training.
- Attend and successfully complete all required training, including physical escort and restraint certifications.
- Provide transportation to clients in company vehicles (for employees designated as drivers), ensuring safety and accountability during outings and appointments.
- Maintain accurate and timely documentation, including daily logs, data tracking, and incident reports.
- Communicate clearly and respectfully with clients, coworkers, and management—always adhering to the company's professional conduct policy.
- Monitor and report any changes in clients' physical or emotional status to appropriate team members.
- Uphold the rights, dignity, and confidentiality of all individuals served, ensuring a safe, respectful, and supportive environment.
- Work cooperatively as part of a multidisciplinary team to support the overall success of the individuals and the home.
- Perform other duties as assigned by your supervisor or management team.

Employee Acknowledgment: By signing below, I acknowledge that I have received and reviewed the job description for Direct Care Staff and understand the responsibilities and expectations of the role.

Date: 04/24/25

Signature: Rahmo Abukar (Apr 24, 2025 13:31 CDT)

Rahmo Abukar

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BILLING INFORMATION ACKNOWLEDGEMENT

This company is committed to compliance with all Federal and State laws that govern the delivery of and billing for services. Minnesota Statutes, section 256B.4912, subdivision 11 requires that upon employment and annually thereafter, staff attest to reviewing and understanding the below statement.

I attest to reviewing and understanding the following statement:

"It is a federal crime to provide materially false information on service billings for medical assistance or services provided under a federally approved waiver plan as authorized under Minnesota Statues, sections 256B.0913, 256B.0915, 256B.092, and 256B.49."

What this means:

- I understand I provide services that are paid for through medical assistance or through federal waiver plans.
- I understand that documentation must be accurate, including my timecard or other time tracking systems.
- Minnesota Statutes, sections 256B.0913 applies to the Alternative Care, 256B.0915 applies to the Elderly Waiver, 256B092 applies to the Developmental Disabilities Waiver, and 256B.49 applies to waivers for persons with disabilities.

Rahmo Abukar	Rahmo Abukar (Apr 24, 2025 13:31 CDT)	04/24/25
Printed Name	Signature	Date

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Prudent Parenting Standard

Rationale:
260C.212 Subd. 14.**Support age-appropriate and developmentally appropriate activities for foster children.** Responsible social services agencies and child-placing agencies shall support a foster child's emotional and developmental growth by permitting the child to participate in activities or events that are generally accepted as suitable for children of the same chronological age or are developmentally appropriate for the child. Foster parents and residential facility staff are permitted to allow foster children to participate in extracurricular, social, or cultural activities that are typical for the child's age by applying reasonable and prudent parenting standards. Reasonable and prudent parenting standards are characterized by careful and sensible parenting decisions that maintain the child's health and safety, and are made in the child's best interest.

Purpose:
To ensure that each foster child can experience equal "normalcy" in extracurricular activities as a non-foster child. Following the Prudent Parenting Standards allows the foster child's extended team to assist with making reasonable decisions in the best interest of the foster child.

Procedure:
When a foster child makes a request for an extracurricular activity, overnight stays or wants to make a drastic change in appearance. The designated will contact the guardian and social worker for consultation. If unable to reach either party the designated staff will utilize the Prudent Parenting Standards listed above in statute.

When at all possible the extended team should follow the case plan/out of home placement plan. It is best practice to make these plans as detailed as possible. When making decisions about the foster child the team must consider the following:

- Is it age and developmentally appropriate
- Is it accepted as suitable for children of the same chronological age or level of maturity
- All decisions should be based off of the child's emotional, physical and behavioral capacities typical for an age group
- Risk of activity
- Importance of experience in the child's emotional and developmental growth
- Importance of a family like experience
- Wishes of parent and guardian as appropriate

Benefits:
Following the guidelines may increase social and emotional bonds; participating in activities that make them feel "normal" may mitigate trauma. Provide foster kids the opportunity to practice skills in a protected environment and contributes to a successful transition to adulthood.

Staff Name Printed: Rahmo Abukar Staff Signature: Rahmo Abukar (Apr 24, 2025 13:31 CDT) Date: 04/24/25

Rahmo Abukar 2 -JobDescBillParentDCS

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