

APPLYING FOR A PSW JOB IN A LONG TERM CARE HOME?

We've had many requests for clarification regarding eligibility to work as a PSW in a Long Term Care Home. From the requests we've received, it's clear that employers and PSWs are confused as to just what the regulations require.

PSNO has had discussions with the Ministry of Health and Long Term Care on this issue. We have received the following information.

WHO QUALIFIES AS A PSW?

Under the *Long Term Care Homes Act, 2010*, a person may work as a PSW in an Ontario Long Term Care (LTC) Home only if s/he is enrolled in or a graduate of a PSW programme that is at least 600 hours in length and meets the 2014 common educational standard or one of three educational standards (OCSA, NACC or MTCU).¹

A person without the training described above may still qualify for employment as a PSW in a LTC Home if s/he

- Was working or employed as a PSW at an Ontario LTC home at any time in the 12-month period preceding July 1st, 2011, provided that s/he meets one of the following:
 - Has at least three years of full-time experience as a PSW since July 2006; or'
 - Has at least seven years' of part-time experience that equals 3 years' full time experience as a PSW since July 2004
- Successfully completed a program under one of the three former educational standards (OCSA, NACC or MTCU) as a grandparenting provision;

¹ Section 47, Ontario Regulation 79/10 made under the *Long-Term Care Homes Act, 2007*

- Has a diploma or certificate granted in another jurisdiction from a program that was a minimum of 600 hours (including time spent in both classroom and practicum) and has been determined to have the skills required for the role by the licensee; and
- Is a registered nurse or registered practical nurse being hired as a PSW and have the appropriate certificate of registration with the College of Nurses of Ontario.

THIS EXEMPTION DOES NOT REQUIRE THAT THE EXPERIENCE MUST BE IN THE HOME TO WHICH THE APPLICANT IS APPLYING. HOWEVER, UNDER THE LEGISLATION, EXPERIENCE MUST BE IN A HOME LICENSED UNDER ONTARIO'S LONG TERM CARE HOMES ACT. THIS EXEMPTION DOES NOT INCLUDE WORK DONE IN LTC HOMES IN OTHER PROVINCES, BECAUSE THE ACT ONLY COVERS HOMES IN ONTARIO.

WHAT THIS MEANS

Scenario #1 – Beth

Beth has worked in an Ontario LTC Home since 2001. She holds a Health Care Aide Certificate. She has worked as a PSW for her current employer part time since 2001, averaging about 1000-1500 hours per year. She worked approximately 6500 hours as a PSW in this LTC home between July 2006 and December 2010. Since December 2010, Beth has worked as a PSW for a hospice programme and in supportive housing.

Beth's husband has been transferred to a different part of Ontario. She applies for a position in the LTC Home in the new town.

Eligibility: Beth can be considered as a PSW in the new home. She has met the requirements of at least 3 years' experience in an Ontario LTC home in a PSW role and has worked as a PSW between July 2010 and 2011. It does not matter that the home to which Beth is applying is not the same home in which she has previously worked.

Scenario #2 – Pat

Pat has worked full time as a Continuing Care Aide in a LTC home in another province since 2007. She holds the equivalent of a PSW certificate, but received her education outside of Ontario. Her education has been assessed and is seen as equivalent to an Ontario PSW certificate.

She has recently moved to Ontario to be closer to her family. She applies to an Ontario LTC home.

Eligibility: Pat is eligible to be considered a PSW in an Ontario LTC home. She has met the educational requirement (as her PSW education was not in Ontario). She meets the requirement set out in the amended LTCH Act regulation.

UPDATES AT A GLANCE

The Amendments to Ontario Regulation 79/10 under the Long-Term Care Homes Act, 2007 has been amended to include grandparenting provisions for PSWs trained under one of three educational standards (OCSA, NACC, MTCU) and is inclusive of PSWs trained under the 2014 common educational standards.

The amendment is more inclusive, including:

- PSWs trained in other provinces, whose program has a minimum of 600 hours (classroom and practicum)
- Registered nurses and registered practical nurses seeking employment as PSWs
- Includes PSW students currently enrolled in a PSW program that meets the 2015 Consolidated Standard
- Includes PSW students enrolled in programs that meet one of the three previous standards (OCSA, NACC or MTCU) if they remain enrolled in the program and graduate before July 2018.

For full details of the regulatory amendments, please visit
<http://www.ontario.ca/laws/regulation/100079>