



Call for Expressions of Interest PSW Competency Assessment Development Advisory Group

Background

Under the *Health and Supportive Care Providers Oversight Authority Act, 2021*, a new regulatory approach is being implemented for the oversight of individuals providing health and supportive care services in Ontario, beginning with Personal Support Workers (PSWs). Once the legislation is in force, this work will be carried out through the Health and Supportive Care Providers Oversight Authority (HSCPOA), which was established by the Government of Ontario in the interest of public protection.

The creation of HSCPOA recognizes the important role that PSWs play in the Ontario healthcare system and strengthens health human resources oversight by ensuring quality care, consistency of education and training of PSWs, and transparency for the public regarding the PSW workforce. Through regulation, the public can be confident that registered PSWs deliver safe, competent, ethical, high-quality care to recipients in hospitals, long-term care facilities, retirement homes, home care, or other Ontario healthcare environments.

Substantial Equivalence Assessment & Competency Assessment Development

Applicants who do not meet one of HSCPOA's current proposed education, experience, or labour mobility pathways to registration, may be eligible to undergo a competency assessment to determine if they have a set of skills that is equivalent to those of a person who has completed a program that has met the requirements set by the Ontario Ministry of Colleges and Universities to issue a PSW certificate.

Ad Hoc PSW Competency Assessment Development Advisory Group

Terms of Reference

HSCPOA is inviting PSWs, educators, employers, and other interested system partners to form a new PSW Competency Assessment Development Advisory Group (CADAG). The CADAG will work with HSCPOA to develop a new competency assessment process for PSWs. This work will provide an opportunity to apply your PSW practice, education, and system partner knowledge by identifying and prioritizing the necessary areas required for the competency assessment and establishing the assessment format.

Composition

The Ad Hoc CADAG will be comprised of nine (9) to 11 individuals with representation from PSWs in a variety of practice settings in Ontario, PSW educators, employers, associations, and unions. Individuals selected to serve on the CADAG agree to comply with HSCPOA's policies and procedures, including the [Board Code of Conduct](#), [Confidentiality](#), [Conflict of Interest](#), [Director and Committee Member Remuneration](#) and [Director and Committee Member Expense Policies](#).

Project Deliverables

The project's deliverables include:

- Developing a framework for the competency assessment,
- Scoping to determining the possible types of assessments, delivery formats, etc.,
- Blueprinting of what will be evaluated using the established framework that targets risks and frequency of PSW tasks in a variety of practice settings,
- Establishing eligibility criteria, and
- Developing and validating the competency assessment process.

Location

All work related to the PSW CADAG will be conducted online via a remote working structure. Participants will require access to a computer with a working camera, microphone, and stable internet connection.

Time Commitment

A total of five (5) half-day meetings will be held throughout June – August 2024 as follows:

- June 12th 9:00 a.m. – 12:30 p.m.
- June 26th 9:00 a.m. – 12:30 p.m.
- July 10th 9:00 a.m. – 12:30 p.m.
- July 24th 9:00 a.m. – 12:30 p.m.
- August 14th 9:00 a.m. - 12:30 p.m.

Remuneration

PSW CADAG members will be compensated for meeting and preparation time according to the [HSCPOA Director and Committee Member Remuneration Policy](#).

Eligibility

Qualifications

- Currently working as a PSW (or recent work experience within the past three years) in a hospital, long-term care home, retirement home, home care agency, or other related healthcare setting, or
- Experience as a PSW preceptor and/or working with PSWs, or
- Knowledge and understanding of the education system for PSWs in Ontario, or
- Experience working in an educational setting and/or developing test questions.

Skills and Attributes

- Strong attention to detail
- Ability to work independently and as part of a team
- Proficient with computer applications such as Microsoft Office (Word and Excel), use of secure document management sites, online meeting platforms, etc.
- Ability to navigate through multiple electronic documents at one time
- Excellent organizational and time management skills and ability to prioritize tasks to meet deadlines
- Ability to show good judgement and maintain confidentiality
- Good interpersonal and communication skills

To Apply

To apply, please submit a current resume and cover letter by **May 31, 2024**, via email to:

registration@hscpoa.com

Please include 'PSW CADAG Application' in the subject line.

For any questions, please email: registration@hscpoa.com

HSCPOA abides by and respects the principles set forth in the *Ontario Human Rights Code* (the "Code") and the *Accessibility for Ontarians with Disabilities Act* (the "AODA").