

**2014 - 2022 Personal Support Worker (PSW) Vocational Standard Overview of Changes**

<b>2014 Published Standard Personal Support Worker Vocational Standard MTCU Code 41469 Synopsis of the Proposed Vocational Learning Outcomes</b>	<b>2022 Published Standard Personal Support Worker Vocational Standard MTCU Code 41469 Synopsis of the Proposed Vocational Learning Outcomes</b>
<p>The graduate has reliably demonstrated the ability to</p> <ol style="list-style-type: none"> <li>1. work within the personal support worker role in community, retirement homes, long-term care homes and/or hospital care settings* in accordance with all applicable legislation and employer's job description, policies, procedures and guidelines.</li> <li>2. act responsibly and be accountable for own actions while recognizing the boundaries of knowledge and skills within the personal support worker role that require collaboration with the clients, families, supervisors and/or other members of the interprofessional care/service team*.</li> <li>3. participate as a member of the interprofessional care/service team* and maintain collaborative working relationships in the provision of supportive care* in community, retirement homes, long-term care homes and/or hospital care settings*.</li> <li>4. provide client-centred* and client-directed* care that is based on ethical* principles, sensitive to diverse client and family values, beliefs and needs, and which follows the direction of the plan of care/service plan*.</li> <li>5. establish and maintain helping relationships* with clients and their</li> </ol>	<p>The graduate has reliably demonstrated the ability to</p> <ol style="list-style-type: none"> <li>1. work within the personal support worker role in <b>various care settings*</b> in accordance with all applicable legislation, standards, employer job descriptions, policies, procedures and guidelines.</li> <li>2. practice <b>professionally*</b>, and be accountable for one's own actions by <b>applying problem-solving, self-awareness, time management and critical thinking</b> to the provision of care as a personal support worker, whether working independently or as a member of a team.</li> <li>3. practice as an engaged member of the interprofessional team* to maintain collaborative working relationships for the provision of supportive, safe, and <b>responsive client-centred care within care settings*</b>.</li> <li>4. provide <b>person-centred care*</b>, based on ethical* principles, sensitive to diverse personal and family values, beliefs, cultural practices and other needs, which follows the <b>plan of care*</b>.</li> <li>5. establish and maintain <b>therapeutic relationships*</b> with clients and their</li> </ol>

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<p>families reflecting open communication, professional* boundaries, employer’s policies and adhering to confidentiality and privacy legislation.</p> <p>6. identify relevant client information using basic assessment and communication skills and report and document findings in accordance with the requirements of employer policies and procedures and all applicable legislation.</p> <p>7. promote and maintain a safe and comfortable environment for clients, their families, self and others including the implementation of infection prevention and control measures and emergency first aid procedures that are in keeping with the plan of care/service plan*, employer policies and procedures, and all applicable legislation.</p> <p>8. assist clients across the lifespan with routine activities of daily living* by applying basic knowledge of growth and development, common alterations in functioning, disease prevention, health promotion and maintenance, rehabilitation and restorative care*.</p> <p>9. assist clients with medication* in keeping with the direction of the plan of care/service plan* and under the direction</p>	<p>families* using effective communication skills to build a trusting, and respectful partnership, in accordance with professional* boundaries, employer policies, confidentiality, and privacy legislation.</p> <p>6. identify information related to the client’s health using <b>observation, critical thinking and communication skills to record, report and document all relevant findings</b>, within the roles and responsibilities of the personal support worker.</p> <p>7. <b>create</b>, promote and maintain a safe and comfortable environment for clients, their families*, self and others by including the implementation of current infection prevention and control measures, <b>preparedness and best practices in pandemic planning, emergency and first aid procedures that are in alignment with the plan of care*</b>, employer policies, procedures, and all applicable legislation.</p> <p>8. assist clients across the lifespan with activities of daily living* by applying fundamental knowledge of growth and development, <b>psychological concepts</b>, common alterations in functioning, health promotion, disease prevention, rehabilitation and restorative care*, and <b>holistic health care*</b>.</p> <p>9. assist the client with medication following the client’s plan of care, and if a <b>delegated act</b>, under the supervision of a</p>

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<p>and monitoring of a regulated health professional* or most accountable person* and in accordance with all applicable legislation and employer’s policies.</p> <p>10. assist with household management tasks* and instrumental activities of daily living* in accordance with the plan of care/service plan* and considering the preferences, comfort and safety of clients, families and significant others.</p> <p>11. assist clients who are caring for dependent individuals* considering client and family choices, professional* boundaries and the direction of the plan of care/service plan*.</p> <p>12. identify and report situations of neglect, and potential, alleged or witnessed/actual incidents of abuse, and respond in accordance with all applicable legislation and employer’s policies and procedures.</p> <p>13. assist in the provision of culturally relevant* palliative and end-of life care* to clients experiencing life threatening illness and to their families and significant others, from diagnosis through death and bereavement, and in accordance with clients’ choices and the plan of care/service plan*.</p>	<p>regulated health professional* or done by exception under the most accountable person* and in accordance with all applicable legislation and employer policies.</p> <p>10. assist with household management services* and instrumental activities of daily living* in accordance with the <b>plan of care*</b> and considering the preferences, comfort, safety and autonomy of clients*, families* and significant others.</p> <p>11. assist and support clients* who are caregivers for dependent individuals, considering individual and family* choices, professional* boundaries and the direction of the <b>plan of care*</b>.</p> <p>12. identify, <b>respond to</b> and report potential, alleged, suspected or witnessed situations of abuse*, and/or neglect*, as required within the personal support workers’ roles and responsibilities , and <b>as required by all applicable legislation, including the Retirement Homes Act, 2010 and the Long-Term Care Homes Act, 2007.</b></p> <p>13. assist with the provision of <b>holistic health care*</b> and <b>advocacy for culturally and spiritually sensitive*</b> palliative and end-of-life care* to clients* and to their families* and significant others from diagnosis through to death and bereavement, and in accordance with clients’* choices and the <b>plan of care*</b>.</p>

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<p>14. use identified approaches and best practices to support positive and safe behaviour in clients experiencing cognitive impairment, mental health challenges and/or responsive behaviours*.</p> <p>*See <a href="#">Glossary</a>  <i>Note: The learning outcomes have been numbered as a point of reference; numbering does not imply prioritization, sequencing, or weighting of significance.</i></p>	<p>14. provide client-centred care to individuals experiencing <b>mental health challenges and illnesses</b>, cognitive and intellectual impairments, and/or responsive behaviours by using supportive approaches and evidence-based practices to promote positive and safe behaviours in clients.</p> <p>*See <a href="#">Glossary</a>  <i>Note: The learning outcomes have been numbered as a point of reference; numbering does not imply prioritization, sequencing, or weighting of significance.</i></p>