

Health Care Articulation, October 21, 2015

Attendees

<p>Carly Hall, Camosun Jeff Quinn, COTR Trudy Baker, CNC Carol Tanner, CU Colleen Brown, Douglas Judith DeGroot, Kwantlen Shobha Rajagopalan, Native Educ. College Sharlotte Wheating, Native Educ. College Laurie Bird, NIC, Secretary Marti Harder, NVIT Sabine Lundman, NWCC Angela Godler, OC Linda Clark, Selkirk Rhonda McCreight, TRU (Williams Lake) Kim Morris, TRU (Kamloops) Lanette Nordick, TRU (Kamloops) Katie Baird, U. of the Fraser Valley Judy Christie, VCC Janet Hebron, Vancouver Is. University</p>	<p>Esther Aguilar, BCCCA John Fitzgibbon, BCCAT Bruce Bell, BC Care Aide Registry Sarina Corsi, BC Care Aide Registry Lara Williams, BC Care Aide Registry Baljit Lail, Fraser Health Authority Monica Adamack, Interior Health Authority Deborah Harver, Island Health Authority Mary Chu, Ministry of Health Sheila Gordon-Payne, Northern Health Danielle Baxter, PCTIA Heather Middleton, WSBC Mike Sager, WSBC</p> <p>Tammy Johnson, Director of Care sends her regrets Lou Black, HEU – <i>came briefly to public educator meeting on the 2nd day, no significant updates</i></p>
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Last meeting, Spring 2015 Minutes –

Motion to approve minutes Janet Hebron, Marti Harder approved

Agenda Items

BC Care Aide Registry

Bruce Bell

- Historical summary 2010-Sept.2015 of Alleged abuses, Terminations and Investigations are displayed in a pie chart format on the report submitted by Bruce
- In existence for 6 years now
- Have just over 30,000 registrants - verify their registration annually– failure to do so means their name does not appear when the employer checks
- When someone is removed from the registry, the other employers that individual may have are not notified – this is noted as a gap
- MOH still looking at the governance structure for the registry, ongoing active issue
- Question about competency requirements for those out of practice and lack of clarity on the website – approx. 50% of the schools have had previous graduates asking for letters of competency – schools unable to complete these given graduates lack of current experience in workforce and, in the case of public institutions, there is not a system in place to assess these people. Camosun does assess domestic grads but only those with recent experience. John Collins Consulting is another avenue that has a significant cost associated with it. Some

private institutions may have a system to reassess their previous grads. Lack of clarity on the registry website is noted as a gap.

Lara Williams & Sarina Corsi (see report)

- Ongoing visits to educational institutions continue, many completed
 - Pattern of issues that have arisen during educational approval visits: lack of updated English insufficient and/or lack of updated lab equipment
- Plan is to update HCA curriculum supplement on an annual or biannual basis – will check changes with articulation committee prior to taking changes to the board for approval
- Curriculum revision document has been widely distributed and the educator group indicates that most if not all schools will have it implemented by fall 2016 on an informal basis at least
 - Some educational institutes have governance processes within their institution that demand even minor changes go through a series a steps
 - Interior Health comments it would be advantageous to have all the educational institutions delivering the new curriculum at the same time so that HA employers know the preparation levels of new hires and who they would or would not have to update i.e. if someone comes from complex care their knowledge of the acute care context would not have been covered in their generic education
 - Current curriculum does not have practice hours in acute care - it is a “nice to do” vs. a must do – see curriculum matrix pp.25 and see footnote re: alternate settings at the bottom of the page. Discussion re: acute care setting as a possible practice setting – consideration that it is an appropriate learning experience, students are meeting the learning outcomes and having an applicable experience
- Annual training profile submission will include a required field for schools to complete with the date they are implementing the new curriculum
 - There will be a requirement for the education institutions to demonstrate that the updates have occurred, the process to be outlined further at a future date
- HCA Pgm. Recognition Guide has been revised – see report for details
 - Note there is a revision to the English requirements that adds further details and clarification related to the English requirements - Please provide this link this to your admissions and registration
- Discrepancy with some IENs who obtained a registry number without having to prove Eng. Requirements and then went on to take a HCA program (because they were unable to obtain employment) where they then have to prove English requirements – this seems unfair from the students’ perspective – Registry is aware of this discrepancy
- Nursing Community Assessment Service www.ncasbc.ca
 - Joint initiative by the regulatory colleges and registry
 - Have started a pilot field testing for the healthcare fields – two components CBA (computer based knowledge assessment) and SLA (simulated lab scenario)
 - Possibly an avenue for lapsed registrants with HCA education to pursue for competency
 - **ACTION item** – articulation committee to send a letter to NCASBC advocating for this process be available to domestic HCA graduates who need to prove competency

2015 Fall HCA Articulation

Mary Chu, Ministry of Health rep responsible for HCA – deferred to previous presentation by BCCCA but will take questions and respond to any relevant issues

John Fitzgibbon, BCCAT

- Printed report provided
- Documentation from this meeting is available for public viewing on the BCCAT website, along with the name of the committee chair
- Note there is a new report on dual credit students available that was written by John – states that process between School District and post secondary institutions vary greatly, Camosun is a provincial role model
- All our programs are listed on the www.educationplanner.ca website – this is introduced to secondary students in grade 10 . Encourages everyone to go in a take a look at their college entry to ensure it is accurate

Heather Middleton, WSBC and Mike Sager, WSBC

- Violence prevention curriculum- online and classroom components are undergoing a review currently, expect the new version to be out fall 2016
- As a condition of obtaining practice placements, it is expected that colleges will have students complete the VP modules – outlined on HSP net website under the relevant practice education guideline
- AB has an annual Health Care Aide conference – been held for 15 years – it is attended by workers. \$95 for early, \$110 for later – full attendance at conference. Hoping to get a similar provincial conference going here and looking for ideas and contributions. Very much a celebration of the role with vendors, education sessions, door prizes etc. not for profit event
 - Suggestion to have reduced rate for students
 - Kwantlen has done a similar conference twice
- New resource – “What is wrong with this picture” – a handout with series of photos of a community visit in stages, example provided
- Request suggestions for ideas – current ideas are around what/when to report, and safety in providing care in the BR. Other suggestions from the group below:
 - Lifts or equipment in the home
 - Environmental hazard scans
 - Using an interactive format with the concept – what’s wrong with this picture with an interactive component where answers and rationale come up subsequently
- Slight change in process of producing media at WSB– have been asked to formalize their evaluation of the concept being presented prior to release, would like to have a focus group with educators the spring articulation meeting,
- Kahoots website – can be used as a framework for games/quizzes/etc.

Baljit Lail, Fraser Health Authority

- In the future are going to be doing HCA ‘stuff’ around acute care, more details in the spring
- Regional acute care orientation - 2 days, still negotiating what portions they will be included in and may move it to more days

2015 Fall HCA Articulation

- Day 1 - orientation to acute care; infection control; resources for practice; healthy practice environment intro, intro to professional practice, optimizing client care; and additional small topics
- Day 2 – violence prevention and workplace health orientation, safety and health practices – WHMIS, FIT testing, immunization
- Day 4 – safe patient mobility and prevention of infections, etc. – currently HCAs not included
- Professional Practice Issues they have become aware of with HCAs at FH sites
 - Professional image protocol – many HCAs not aware
 - Application of least restraint policy – some doing it without authorization
 - Role of HCA in Patient Safety Reporting – report should be done as a collaborative effort with a RN
- Will submit a report with details on practice placements May to October – 120 HCA placements

Deborah Harver, Island Health Authority

- Has submitted a detailed report
- Electric Health Record (EHR) being implemented – Nanaimo is the first “go live” site, looking at what implications are for all staff
 - All employees need basic care skills
 - Confidentiality and privacy implications
 - What are they going to be expected to document and report
 - Looking at developing a draft HCA documentation standards and addressing practice discrepancies
 - All employees will do a basic computer skills unit – this must be completed with additional modules for the unique settings
- Have created a template of standardized competency document for all settings as well as a set of competencies for unique care settings
- HCA webpage and HCA documentation webpages are available to employees on the intranet
- Seeing small numbers of PN and BSN students and IENs applying to HCA positions

Monica Adamack, Interior Health Authority - report submitted

- New CEO starting, employed with the HA previously as Finance director?
- Just finished accreditation – waiting for the formal report
- Looking at mechanisms to standardize education processes across service delivery areas – what is the focus of the education process in each area as they have a decentralized model
- HSPnet remains a struggle for the HA – no financial resources tied to the implementation of this and it is not used consistently
- Wanting pertinent info to filter down to schools – looking for contact people at schools
- Implementation of least restraint is an issue noted with HCA practice
- Integrating the gentle/persuasive approach in residential care
 - 2 day training course for the instructor where they have 2 people doing this and at Selkirk they integrate this into the challenges with dementia/mental health course - students get a certificate

2015 Fall HCA Articulation

- Use Island Health acute care course for orientation of HCAs to environment
- 122 HCAs hired July to Sept., currently 36 postings (30 casual)

Sheila Gordon-Payne, Northern Health

- New CNO – one of her goals is to increase capacity in professional practice which has been done, additional hires
- Doing strategic planning – one focus is on LPNs and HCAs practice
- Current issues with HCAs in practice
 - Documentation
 - Infection control
 - Medication competency
 - Teamwork knowledge
 - Professionalism – dress and behaviour, boundary setting, confidentiality
 - Understanding different populations they care for – providing person-centered care and understanding the person's individual beliefs and how this impacts the behaviour of the client and of the person providing care
- Chronic issues with staffing in community care
- Anticipated hires this year from the people who responded to her – at least 58 new hires, currently have 44 vacancies – some casual and some permanent

Danielle Baxter, PCTIA

- New to role
- 23 private career training institutions offering HCA programs – not all a part of BCCA
- In the process of transitioning from being a Crown Corporation to being part of the Ministry of Advanced Education – no date yet

Dean Liaison

- Report to come

Articulation Chair

- Janet Hebron is stepping down, informed group at the start...looking for volunteer or nominee to move into Chair

Next Meeting date

- Public educators meeting, April 11/15
- HCA Articulation on April 12, 2016