Human Resources Legislative Update

Ontario Consultation on the Scope of the Resident Support Personnel Role in Long-Term Care

Date: October 4, 2023

Ontario's Ministry of Long-Term Care (Ministry) has issued a consultation on the scope of the resident support personnel role in long-term care homes in the province. The consultation is related to recent regulatory changes to staffing qualifications in the long-term care sector. (For more information on the regulatory changes, please see our *Human Resources Legislative Update* of September 22, 2023, Ontario Publishes Regulatory Changes to Staffing Qualifications in the Long-Term Care Sector).

Under the current regulatory framework, as of July 1, 2024, long-term care homes will no longer be able to use resident support personnel who do not meet applicable qualification requirements to assist with support services.

The Ministry is seeking feedback on the resident support personnel role in long-term care homes in order to determine potential legislative changes or other measures to help with staffing issues in the sector.

Interested stakeholders are invited to comment on the following:

- Should resident support personnel be permitted to permanently provide low-risk personal support services when the flexibility provision expires on July 1, 2024? Why or why not?
- What tasks can be done safely without personal support worker training or education, and why?
- What is the nature of certain tasks that makes them higher risk and requires personal support worker training or education?
- Do any tasks have any added risk depending on the resident's health concerns/needs? If so, which ones and why?
- Are there any additional activities or tasks that should be in- or out-of-scope for resident support personnel?
- Do you have any other feedback related to the contribution of resident support personnel in long-term care homes and their role into the future?

Comments on the proposed changes can be submitted until November 20, 2023.

If you have any questions about the upcoming regulatory changes or consultation, please feel free to contact your regular Hicks Morley lawyer.