

Registration process

More than 30,419 registered Care Aide/Community Health Workers (CA/CHWs) have recently verified their account confirming that they are actively working as Care Aides. Care Aides and Community Health Workers are now called Health Care Assistants (HCAs).

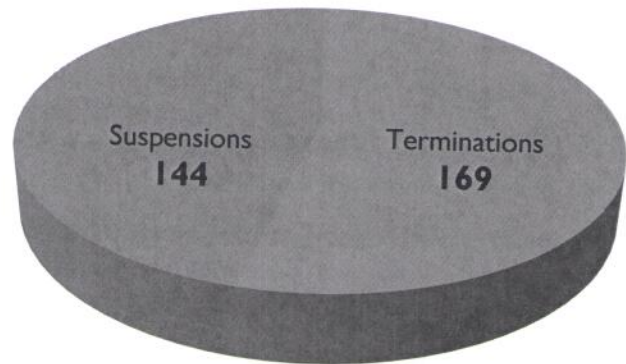
The Registry process is voluntary and free of charge. The Registry is currently setting up an automated process that prompts HCAs by email to verify their account on a yearly basis.

HCAs who do not verify their accounts will have their account archived. Should a HCA want to reactivate their account, they will be able to do so by verifying and updating their account with the Registry.

Alleged abuse reports

Since the Registry started in January 2010, it has received 313 alleged abuse reports from employers. All reported HCAs were immediately removed from the Registry. Of these, 169 were terminated by their employers and 144 received temporary suspensions.

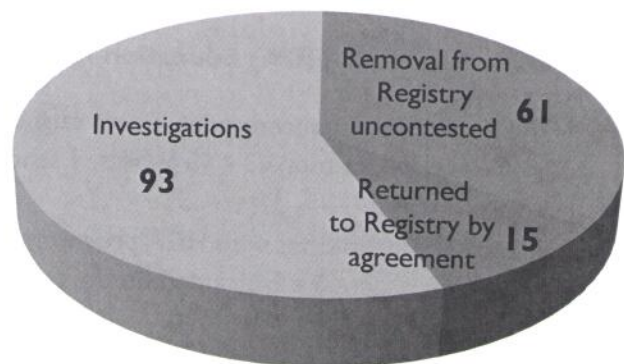
Alleged abuse reports 2010 - 2014
Total = 313



Terminations

Of the 169 terminations, 61 employees were removed from the Registry for alleged abuse without an investigation because neither the terminated employee nor their union contested their removal. A total of 15 employees were returned to the Registry as their termination was withdrawn by mutual agreement between the employer and the union prior to the appointment of an investigator.

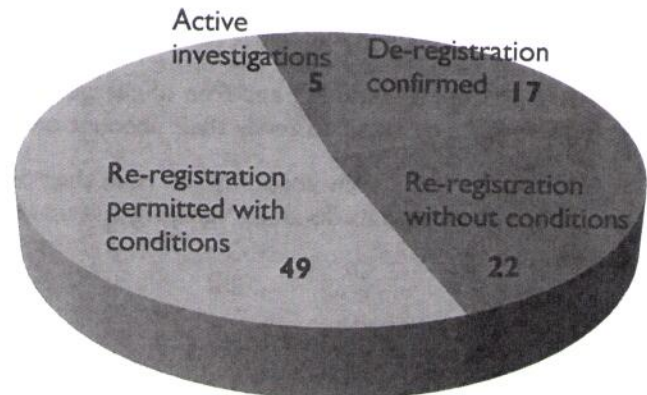
Terminations 2010 - 2014
Total = 169



Investigations

Where the grievance procedure was not sufficient to resolve a case and it was contested by the employee or their representative, the Registry was required to appoint an investigator. Of the 93 investigations:

Investigation dispositions 2010-2014
Total = 93



- 17 employees have been de-registered as a result of an investigation where abuse was confirmed and remedial action was not warranted.
- 46 employees were temporarily de-registered, but allowed to re-register after the conditions placed on them by the investigator were met (i.e., educational upgrading or a medical condition resolved). In some cases these employees served a suspension from the Registry as well.
- 22 employees were re-registered after an investigation was completed and no abuse was attributed to the employee.
- three employees are temporarily de-registered and may still re-register after fulfilling educational conditions placed on them by the investigator.
- five employees are currently under investigation.

Health Care Assistant (HCA) Education Recognition Processes

- The Registry is conducting education recognition assessments of HCA education providers across the province (current total 43 - 16 publics, 2 school district programs, and 25 private colleges).
- Educational institutions with HCA programs that successfully applied for recognition (through online application process) are included on the published Registry website on the "Recognized HCA Programs" list.
- It is anticipated that all first time recognition site visits for existing educational institutions will be completed by fall 2016.



- Based on site visit reviews to date, the minimum standards requiring the most attention/improvement have been in the areas of:
 - Sufficiency of lab equipment and lab skills practice / evaluation methods
 - Confirmation of valid affiliation agreements for all partner education sites
 - Implementation of home support/assisted living placements

HCA Curriculum Guide Revisions

- As a result of the newly revised BC Health Care Assistants Core Competency Profile (March 2014), the Ministry of Advanced Education (AVED) and the Ministry of Health (MOH) have initiated a review to the BC Health Care Assistant Curriculum (2008).
- The new Core Competency Profile establishes that Health Care Assistants will be prepared to work in a variety of practice settings, including acute care.
- BCcampus, a publicly funded organization that provides collaborative project management services, has been working with the HCA Curriculum Revisions Steering Committee, with membership consisting of representatives from various stakeholder groups, to review the Guide and make recommendations for both AVED and the Ministry of Health (MOH) consideration and acceptance.
- Steering Committee meetings have been held since late August 2014 and this group has conducted a review / gap analysis of the competencies against the current learning outcomes as well as an environmental scan on acute care education and training in BC.
- After reviewing options presented in the environmental scan and, with a goal of introducing HCA program graduates to the acute care setting while keeping to their existing role and competencies, the Steering Committee has recommended that the Island Health Authority curriculum be adapted and integrated into the existing curriculum guide. This will result in approximately 8 hours of additional content.
- The Curriculum Revisions Steering Committee requested that the HCA Program Articulation Committee (educators group) review and recommend modifications to the current HCA Provincial Curriculum Guide (2008) to accommodate the addition of content on the acute care environment.
- The final guide is to be presented to AVED and MOH by mid-December 2014 with a published release expected in January 2015.