

**CONTINUING CARE
INFORMATION RELEASE**

TO: Home Care Agencies
Long Term Care Facilities
Regulated Health Professions Network
Susan Stevens, Senior Director, Continuing Care, NSHA

CC: Cindy Cruickshank, Director Health Workforce Policies & Programs

FROM: Paula Langille, Director, Liaison and Service Support, Continuing Care

DATE: September 25, 2019

RE: Educational Requirements for Entry to Practice Policy of Non-Licensed Care Staff

Please be advised that the 2007 policy on Educational Requirements for Entry to Practice has been updated.

This policy applies to Nursing Homes and Home Support Agencies when hiring new employees to work in their respective facilities or agencies, providing direct personal care and support services to Continuing Care clients.

Nursing Home employers will continue to be required to follow the Long-Term Care Program Requirements: Nursing Homes and Residential Care Facilities (February 2019). In all cases, employers will ensure that all individuals hired to work as CCAs are appropriately educated, have the required competencies for the role, receive an adequate orientation and are properly supervised.

To ensure consistency in hiring practices across the sector, please note the following policy changes:

- Section 5.2: Revised to bring additional clarity with respect to previous employment status which may be accepted for new hires of Non-Licensed Care staff in Nursing Homes and Home Support agencies.
- Section 5.2.2 and 5.2.3: Required practical hours changed for new hires who do not hold a certificate as identified in section 5.2.1
- Section 5.3: Changed to increase the opportunity for a variety of health disciplines who may wish to work as a CCA while going to school.
- Section 5.4: Provides criteria in which some internationally educated nurses may be granted equivalency and hired as a CCA.
- Section 5.5: Provides criteria for nurses without an active practicing license working as CCA's.

The revised policy is available for viewing on the Department of Health's website, at <http://www.gov.ns.ca/health/ccs/>

If you have any questions, please contact Paula Langille, Director, Continuing Care, DHW at paula.langille@novascotia.ca or (902) 424-6985 or Shelley Jones at shelley.jones@novascotia.ca or (902) 424-2240.