



SUBMISSION

ON

Bill 283, An Act to amend and enact various Acts with respect to the health system

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Introduction

SE Health is a not-for-profit social enterprise that shares its knowledge, provides the best care, and helps each client to realize their most meaningful goals for health and wellbeing. Established in 1908 by four pioneering nurses, we have worked with purpose for more than a century to bring hope and happiness and forever impact how people live and age at home. Today, SE Health employs nearly 8,000 staff across Canada, including more than 3,400 personal support workers. We provide care across many areas of the health system – from home and community care to long-term care, acute care and primary care – bringing health to life for more than 20,000 Canadians daily.

The SE family includes a dedicated research centre, regulated health career college, futures lab and global enterprise. In addition to developing innovative education pathways for PSWs, we have provided education, training and integrated work placements for over 40,000 community health workers in the past five years to support excellence in care and the next-gen workforce. SE Health is honoured to be a three-time recipient of the Canada Order of Excellence and one of Forbes' Best Employers for 2020.

Summary

We appreciate the opportunity to provide feedback on *Bill 283, An Act to amend and enact various Acts within the health system*. We are encouraged by the government's commitment to address the gaps with respect to the oversight of Personal Support Workers (PSWs) and support the standardization of education, registration and standards of practice.

Standardization of Education

The government's response reflects our organization's perspectives as it promotes public protection, transparency and accountability for the work performed by PSWs. It further aligns with the rigorous PSW program which we have established through our SE Career College of Health. Our program has been registered with the Ministry of Colleges and Universities since 2014 and we have successfully delivered our *approved* program since 2018. We have collaborated with almost 20 partners to deliver over 30 programs across communities in Ontario and our PSW graduates are prepared to practice in all settings including *Community, Hospitals, Long-Term Care and Retirement*. We welcome the opportunity to share our expertise and leadership in this area to promote the standardization of education and establish rigor and consistency for PSW educational requirements.

Areas for Further Examination

We would encourage you to further examine the following:

No.	Issue	Concern	Recommendations
1	Voluntary Membership	This will not address the need to regulate the <i>entire</i> profession	Require membership of all PSWs in Ontario using a phased approach to prevent destabilization of the work force and impact on care
2	Lack of Title Protection	Will lead to inconsistencies among PSWs (registered versus non-registered)	Provide PSW title protection for all registrants to promote accountability and elevate professionalism of PSWs

Conclusion

We are pleased to see the government committing to making changes for PSWs and hope that you will examine the areas noted when drafting the regulation. We support Bill 283 and look forward to sharing our leadership and expertise with you.