



Assigning non-clinical and non-direct activities/tasks to HCSWs

Long-term care/Assisted Living Health Care Support Workers (HCSWs) Role – This role is non-clinical and non-direct. The HCSWs perform a variety of non-clinical and non-direct health care supports for residents in Long-term care and Assisted Living under the supervision and direction of a regulated health care professional.

Note: HCSWs do not provide assessment, treatment or hands on care to residents. HCSWs provide health care support to residents with tasks or activities that are non-clinical and non-direct.

Please review the document *At a Glance: Health Care Support Worker “Can/Cannot Do List”* for examples of activities that can and cannot be assigned to HCSWs.

If the activity or task you would like to assign to an HCSW is not listed on the can or cannot do document, consider if it falls under the framework of typical duties listed in the Ministry HCAP: *Early Adopter Employer Guidance Document 2020 and the FH HCSW JD 2020* (listed below).

Typical duties

- Participating as an integral member of the health care delivery team
- Establishing a caring relationship with residents and families
- Providing support and assistance with mealtime activities
- Providing support and assistance in carrying out non-clinical/non-direct aspects of activities of daily living
- Assist with move in to facility, e.g. setting up room
- Participate in non-clinical/non-direct aspects of recreation therapy activities including outings
- Performing housekeeping duties
- Greeting and directing visitors
- Restocking or cleaning supplies
- Completing and maintaining relevant records

If the activity or task *does not* fall under the framework of typical duties listed above, consult with Professional Practice by email: professional.practice@fraserhealth.ca

If the activity or task *does* fall under the framework, determine if the activity or task is non-clinical and non-direct by answering the questions below:

1. Is the activity or task requiring assessment or treatment? (Yes, No)
 - If the answer is yes, this activity or task **is not a function for the HCSW (do not assign)**
 - If the answer is no then move to the next question below to determine if the activity or task is non-direct
2. Does the activity or task involve hands-on direct care to the resident? (Yes, No)
 - If the answer is yes this activity or task **is not a function for the HCSW (do not assign)**
 - If the answer is no and the activity or tasks provides support to the resident **(this activity or task can be assigned to the HCSW).**

ASSIGNING ACTIVITIES & TASKS TO HCSW's

