

# The Ontario PSW Association

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Professionalizing the PSW in Ontario



# What is professionalization?

- Professionalization describes the formal acknowledgement that ones job is a profession. Acknowledgement comes from the government through either:
  - Legislation
  - Regulatory changes
  - Recognition of the Professional Association from the government

# Professional Association

- All professionals in Canada are apart of a professional association
  - Doctors – Ontario Medical Association
  - Nurses – Registered Nurses Association of Ontario/ Registered Practical Nurses
  - Engineers – OACETT

# PSW & lack of “College”

- **Currently PSWs do not have a Regulatory College therefore:**
  - Anyone can call themselves a Personal Support Worker (No title Protection)
  - Members of the public are at risk due to lack of oversight and accountability.
    - **Example:** PSW gets convicted of abuse – no one is ensuring they do not work as a PSW.
    - PSW gets accused of abuse – fired, obtains another job = no accountability/oversight

## PSWs in Ontario : Today

- Currently are not health care professionals
- Have no formally recognized professional association (OPSWA Members notwithstanding)
- Have no professional oversight (OPSWA Members notwithstanding)
- Have no formal complaints process, disciplinary processes, nor any protections for the public (Unless PSW is a member of the OPSWA)
- Not respected as equal member of the inter-professional health team
- Leave the field as result of the above

# A Dangerous Cycle



# How to stop this Cycle

PSW Need to be professionalized through the OPSWA Process

Step 1: Personal Support Worker (with a certificate) visits [www.opswa.com](http://www.opswa.com)



## ▲ NOVEL CORONAVIRUS 2019

- Read the Emergency PSW Homecare
- [Covid-19 Directives #3 for Long-Term Care Homes under the Long-Term Care Homes Act, 2007](#)
  - [Covid-19 Outbreak Guidance for Long-Term Care Homes \(LTC4\) April 15, 2020](#)
- For more info visit the [Ministry Of Health](#).

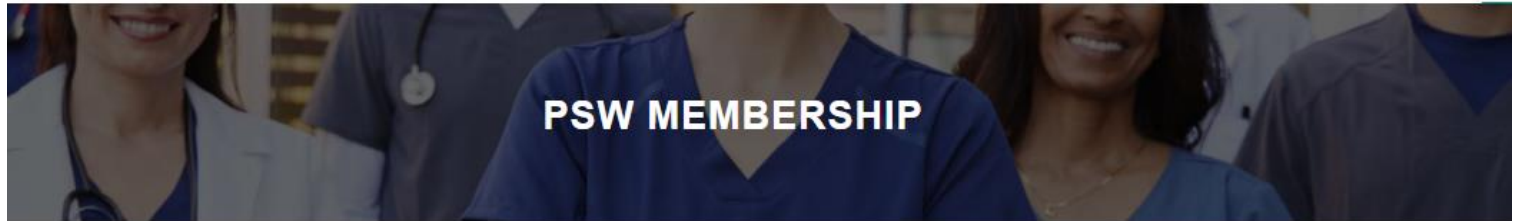
Thank You PSWs  
You are the frontline!

Lets keep making PSW the profession of choice.  
1 Million Dollar Liability Insurance

[Register](#) [Our Coverage](#)

## Our Memberships

Along with our [liability coverage](#), each membership provides exclusive access to:



## PSW MEMBERSHIP

Our goal is to make the PSW a profession of choice in the Health Care field and not just as a stepping stone.

Please note that this membership class is for holders of:

- Personal Support Worker Certificates
- Community Developmental Service Workers
- Health Care Aides – Please email [info@opswa.com](mailto:info@opswa.com) with the subject "HCA Applicant Pre-Approval Request – Include Your Name Here" prior to applying as processing to determine eligibility.

If you are a nurse and wish to join please feel free as a [Grandfathered Member](#).

### Membership Benefits

- All memberships are tax-deductible!
- Professionally Branded ID – [Click here for more info](#)
- Annual National Police Check provided to you at NO Charge
- Code of Ethics
- Scope of Practice
- Whistleblower protection
- Standards of Practice
- Group Car and Home Insurance available to members only!
- Unlimited Endorsements from OPSWA for Job Interviews: Available upon Request
- Portfolio building : Available upon request
- Corporate Sponsor Networking Opportunities
- Connecting you with TOP PSW Employers – You have first access to job postings!
- 24/7 Support for all your questions and concerns
- Up to date information provided to you on government regulations affecting your profession
- OPSWA Member ONLY Specialized Education that is cost-effective or FREE!
- [One Million Dollar Liability Insurance](#) attached to EVERY PSW Membership

If you need insurance to satisfy LHIN FMHC Requirements please apply as an [Entrepreneur Member](#). \*\*ONLY PSW Certificate Holders (or recognized equivalents) are eligible for Entrepreneur Membership

### Important Info

Step 2:  
On the  
registration page  
PSWs can see the  
benefits of  
membership

\*\*Membership is  
Tax Deductible\*\*



Phone \*

Billing Address \*

City \*

Province \*

Postal Code \*

Place Of Employment \*

PSW Number

Message

### Payment Info

Are you paying for your membership in full? \*

- Yes
- No (3 Payments of \$50 / month)

### 3 Month Payment Terms

If you are a 3-payment member, please keep in mind that you will be charged on the following (3rd) month if you miss your second payment. If you do not pay your third payment on the 3rd month, and the following (4th month) payment is also un-paid, or returned NSF, your membership AND liability insurance AND checkbook will be immediately revoked and you will still be required to pay the remaining balance owing.

1 Year Membership	\$150.00
HST (13%)	\$19.50
Total (CAD)	\$169.50



Name On Card \*

Card Number \*

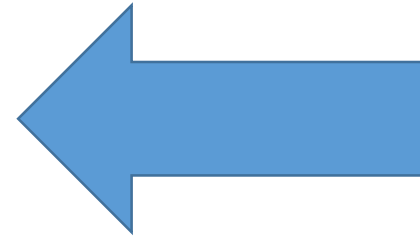
Expiration

Month \* Year \*

CVV \*

[View Details](#)

[Pay \\$169.50 & Register](#)



# Step 2 Cont.

PSWs Prospective members scroll down and select the payment option

# OPSWA Registration

- **Once the applicant remits the payment the following steps occur:**
  1. Applicant is sent an welcome letter via email confirming payment & next steps to membership
  2. Applicant (if not renewing) must submit PSW certificates through email or mail & signed Affidavit confirming their PSW Status – Once received;
  3. Applicant is concurrently sent a link to Sterling Canada Backcheck to begin processing Nationally Enhanced Criminal record check – Results are emailed within 48-72hrs – once CLEAR Nationally enhanced criminal record check & local police check are received;
  4. Applicant is further concurrently sent insurance policy coverage forms to fill out and send to insurance broker.

# VALIDATION

- **Once the applicant has submitted/Completed the following:**
  - Payment
  - PSW Certificate
  - Nationally Enhanced Criminal Background check/Local Police Check
  - Insurance policy completion

The applicant moves from applicant status to PSW Member status and awaits their Membership badge. The badge arrives at their home within 3-6 weeks & is good for the year of membership.

# OPSWA PSW BADGE

- Name of PSW
- Designation of PSW
- Registration Number with OPSWA
- Serial number of badge
- Website on backside of badge enable the public or employer to visit [www.backcheck.net](http://www.backcheck.net) and click on verify badge.
- Input PSWs Last name and serial number. If they are an active OPSWA Member in good standing, their badge will pop up!





Upon professionalizing ( Self Regulation), the Personal Support Worker Institute of Canada will carry out the following functions necessary to protect the public. The key functions of the institute will be to provide a conduit for the public and will be responsible for the following

- 1.) Complaints
- 2.) Discipline
- 3.) Investigations
- 4.) Adjudication/Mediation (if needed)
- 5.) Recommendations on health and safety training to comply with statutory and legislative requirements

OPSWA Members would either be automatically enrolled or would be required to do so to maintain membership in good standing.



The Personal Support Worker Institute of Canada is a non-profit corporation established to house the public protection functions for Personal Support Workers and their provincial equivalents. The PSWIoC has been established to specifically work to create a 'professional college' for Personal Support Workers and to assist the Ontario Personal Support Workers Association to oversee disciplinary and related functions.

**PERSONAL SUPPORT WORKER INSTITUTE OF CANADA**  
**209 DUNDAS ST. E.**  
**WHITBY ON**  
**L1N 5R7**

[info@pswioc.ca](mailto:info@pswioc.ca)

# Proposed Regulatory Model for Personal Support Workers

