

Staffing Qualifications Addendum

- Below is a summary of proposed amendments to Ontario Regulation 246/22 (the Regulation) under the *Fixing Long-Term Care Act, 2021* related to long-term care staffing role qualification requirements.
- The proposed amendments are intended to align with the April 2023 amendments, to ensure the qualification requirements are proportionate with the responsibilities and accountabilities of the role, while maintaining resident safety and quality of care, and to eliminate barriers that restrict individuals with certain reasonably similar qualifications from entering the long-term care sector.
- Overall, the proposed amendments are intended to provide appropriate flexibility for long-term care home licensees to hire and retain staff.
- If approved, the ministry would propose that the regulatory amendments come into effect on May 1, 2024.

Long-Term Care Staffing Role	Summary of Proposed Amendments to Current Provisions in the Regulation
Therapy Services Staff Qualifications (Section 67 in the Regulation)	<ul style="list-style-type: none"> • To align with regulatory amendments made in April 2023 for some long-term care staffing roles (for example, food service workers, staff providing recreational and social activities), remove the obligation to terminate staff who have not completed the required program within a specified period of time. However, it remains the ministry's expectation that licensees would continue to make employment decisions consistent with staffing qualification requirements in the Regulation.
Designated Lead for the Restorative Care Program (Section 70 in the Regulation)	<ul style="list-style-type: none"> • To align with regulatory amendments made in April 2023 for some long-term care staffing roles (for example, designated lead for the recreational and social activities program, staff providing recreational and social activities): <ul style="list-style-type: none"> ○ Remove the minimum number of years of experience and expand relevant experience to include, in addition to health care settings, other relevant settings. ○ For the postsecondary educational requirements, expand the fields of study to include gerontology.
Designated Lead for the Volunteer Program (Section 101 in the Regulation)	<ul style="list-style-type: none"> • To align with regulatory amendments made in April 2023 for some long-term care staffing roles (for example, designated lead for the recreational and social activities program, staff providing recreational and social activities): <ul style="list-style-type: none"> ○ Remove the minimum number of years of experience requirement and expand relevant experience to include, in addition to health care settings, other relevant settings. ○ Expand relevant experience or knowledge in recruitment, orientation, placement, supervision et cetera of volunteers to include, in addition to volunteers, employees.
Administrator (Section 249 in the Regulation)	<ul style="list-style-type: none"> • To align with regulatory amendments made in April 2023 for some long-term care staffing roles (for example, food service workers, designated lead for the recreational and social activities program, staff providing recreational and social activities, designated lead for the restorative care program):

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	<ul style="list-style-type: none"> ○ Remove the minimum number of years of experience requirement and expand relevant experience to include, in addition to health or social services, other relevant settings. ○ Clarify that postsecondary educational requirements include three year programs, as well as two year programs in a health, social service or related field, offered by Ontario postsecondary institutions and clarify when an equivalent postsecondary diploma, degree or certificate from another jurisdiction would be permissible as well. ○ Remove the minimum instruction time for the long-term care home administration or management program and clarify that the program is to be completed within 12 months of being hired as an administrator. ○ Remove the obligation on licensees to terminate staff who cease to be enrolled in the program or fail to successfully complete the program. However, it remains the ministry's expectation that licensees would continue to make employment decisions consistent with staffing qualification requirements in the Regulation. ○ Remove the grandparenting provision for a person who was working or employed as an Administrator on July 1, 2010 and replace with a new provision that would permit a person working or employed as an Administrator before May 1, 2024 to continue to be employed in that role without meeting the qualification requirements of the Regulation if the licensee is of the reasonable opinion that the person has the appropriate skills, knowledge and experience to perform the duties required of the position.