

INTRODUCING PERSONAL SUPPORT WORKER (PSW) PLACEMENTS AT HUMBER RIVER HEALTH (HRH)

Diksha Baldotra; Gurmit Kaur Maghera RN, BScN, MN, CMSN(C); Derek Hutchinson RN, BScN, MN; Jennifer Yoon RN, BScN, MSc (QI/PS), PhD Student

DESCRIPTION

HRH, as one of Canada's prominent regional acute care facilities, consistently accommodates a substantial number of placements for nursing and non-nursing students throughout the Greater Toronto Area. The joint effort initiated by the Student Affairs Department in winter of 2022, where in consultations with the Medicine/Surgical Units and Reactivation Care Centres at HRH led to the introduction of PSW placements within the organization. This collaboration between educational institutions and HRH initially commenced with 62 PSW group placements, and has grown to successfully host hundreds of placements.

OBJECTIVE

To increase placement capacity and explore new placement agreements with educational institutions to expand learning opportunities for PSW students.

ACTIONS TAKEN

The Student Affairs Department collaborated with internal stakeholders to assess feasibility of PSW group placements across various units and alignment of course objectives with program learning outcomes. Prior to placement, students underwent rigorous virtual training at HRH including:

- Meditech documentation process
- Safe patient transfer techniques
- Repositioning
- Activities of daily living
- Recording oral intake

Additionally, students were granted access to the Policy and Procedure Manager to review relevant policies and were provided user logins to facilitate documentation

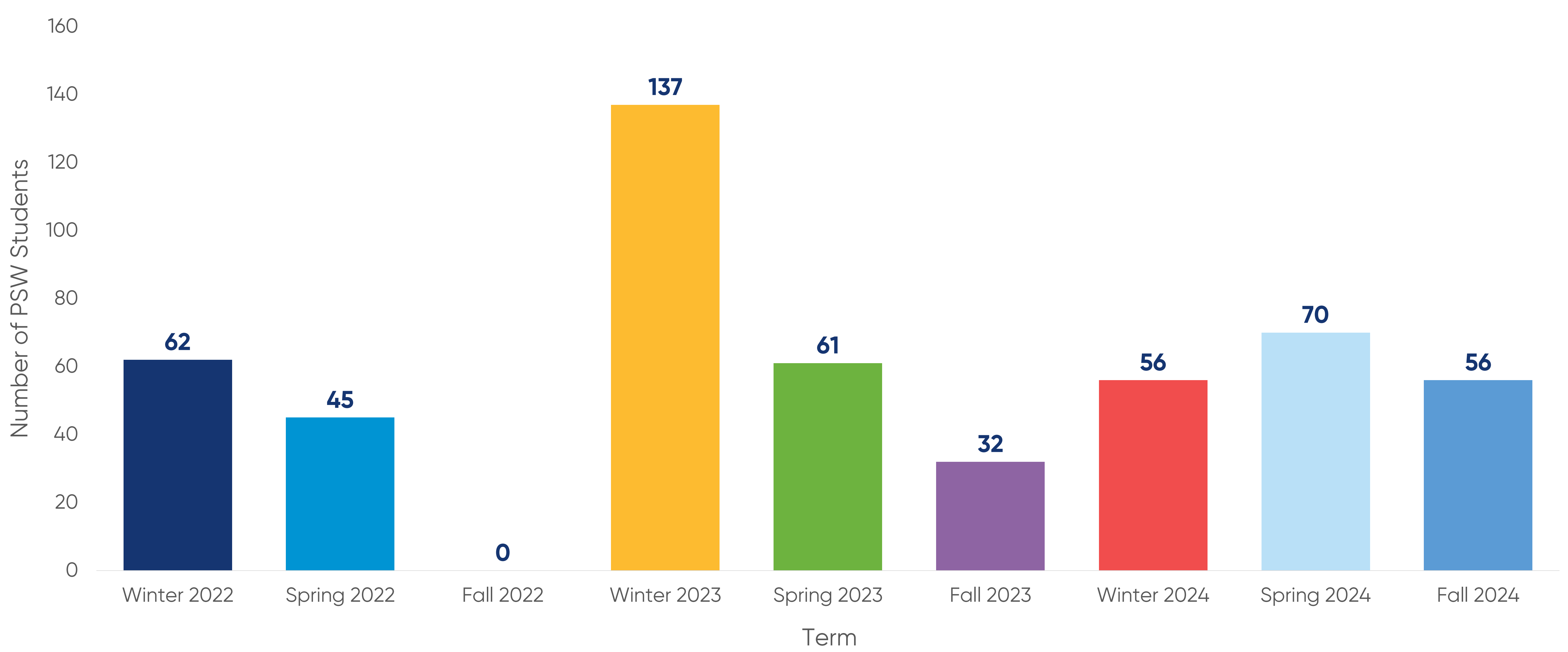


Figure 1. Number of PSW placements accepted from Winter 2022 to Fall 2024

PSW Group Placements		
Unit	# Of PSW students	Days and Number of Groups - PSW
12E - Medicine	8	1 group of 8 students
12W - Medicine	8	1 group of 8 students
13E - Medicine	8	1 group of 8 students
14E - Medicine	8	1 group of 8 students
3E - Reactivation Care Centre	18	3 groups of 6 students
7E - Cardiology	8	1 group of 8 students
7W - Cardiology	8	1 group of 8 students
8E - Respiriology	8	1 group of 8 students
8W - Respiriology	8	1 group of 8 students
9E - Nephrology	6	1 group of 8 students
9W - Medicine	6	1 group of 8 students
A2N - Reactivation Care Centre	18	3 groups of 6 students
Grand Total	112	

Figure 2. Unit Capacity for PSW placements breaking down number of students and group sizes

SUMMARY OF RESULTS

Evaluations showed Clinical Practice Leaders (CPLs) and Instructors of the PSW placements expressed 100% satisfaction with their placements at HRH. Results also indicated that learning objectives were met and no changes were deemed necessary by CPLs. Instructors provided feedback to avoid nursing and PSW group placements on the unit concurrently to offer more frequent opportunities for PSWs to deliver direct patient care. For this reason, Student Affairs implemented the new scheduling to split placement opportunities between day and evening shifts. Overall, the program has seen success, having hosted 519 placements to date.

LESSONS LEARNED

By improving PSW placement opportunities, HRH successfully met course learning objectives, while developing new partnerships with educational institutions, and streamlining learner experiences.

