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Developing a Taxonomy of Health Care Aide Tasks in a Personal Care Home

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Rationale

- Only few researchers (Harrington et al. 2000) have reported minimum staff levels needed to provide quality nursing home care (referred to as *personal care homes* in Manitoba)
- Fundamentally, the literature showing how nursing home staff organize their time is also sparse (Mallidou et al. 2013; Munyisia et al. 2011)



Why focus on Health Care Aides?

- Provide 70 – 90 percent of direct care in the PCH environment (Banasak-Holl & Hines 1996; Bowers et al. 2003; Cranley et al. 2011; Cranley et al. 2012)



Research Objective #1

To develop and content-validate a comprehensive list and taxonomy of activities that health care aides complete in a personal care home setting



Research Objective #2

To classify and rank these health care aide tasks according to health care aide perceived importance of a) the urgency by which the task needs to be completed and b) the impact that completing this task has on both the quality of care and quality of life of the resident.



Methods

- Quantitative and Qualitative analysis to identify the range and categories of activities that health care aides perform in a personal care home setting between the hours of 7:30 AM and 3:30 PM (the day shift)



Phase 1 – Focus Groups

Week One:

- To refine and content-validate the comprehensive list and taxonomy of health care aide care tasks
- n = 16 health care aides



Taxonomy of Tasks

Personal Care	
Continence and toileting	Dressing and grooming
Bathing	Nail care
Oral care	Skin care
Preparing the resident for afternoon nap	Turning/repositioning the resident
Exercise/range of motion activities	
Assistance with eating	
Assisting with breakfast and lunch	Preparing snacks for residents at non-designated meal/snack times
Assisting with snacks	



Social Care

One-to-one with residents

With a group of residents

With family members of residents

Recreational Activities

Supervising an organized recreational activity

Participating in an organized recreational activity

Transportation

Transporting the resident

Transporting a specimen to the lab

Care planning

Formal Care Planning

Informal Care Planning

Paper work

Unit Based Tasks

Answering call bells

Hourly checks on residents

Restocking Supplies

Cleaning equipment

Housekeeping

Making residents' beds

Laundry

Personal time



Phase 1 – Focus Groups

Week Two:

- To refine definitions of importance
- n = 16 health care aides



Definitions of Importance

Task Urgency: there is a time constraint
– the task must be completed within a certain timeframe



Definitions of Importance

Quality of care: relates to your ability as a health care aide to provide highly effective and safe care to the resident to ensure their overall health and well-being



Definitions of Importance

Quality of Life: relates to the personal care home resident's ability to live at their highest physical, mental, emotional, and social potential



Phase 2 Delphi survey

- One personal care home in Winnipeg, Manitoba
- n = 20 health care aides



Conclusion

- Create a taxonomy of care activities that health care aides perform in the personal care home setting – Phase 1
- Classify and rank these health care aide tasks according to health care aide perceived importance – Phase 2



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