

## The Purpose and Value of PoET Certification

This information page is designed for Ontario long-term care homes taking the Initiation Stream of the Provincial PoET Program. This document presents a summary and explanation of the minimum criteria that homes participating in the Initiation Stream must meet in order to receive a 1-Year PoET Certificate at the end of their active period in the stream.

PoET Certification is a key element of the Provincial PoET Program, which offers Ontario long-term care homes the possibility to achieve 1-Year or 3-Year PoET Certification.

Having current PoET Certification reflects a number of things about a long-term care home to others. Current PoET Certification assures stakeholders that your home strives to: (1) meet legal and professional consent-related obligations; (2) maintain interprofessional role clarity related to consent; (3) recognize and respect resident autonomy, and; (4) embed good consent-related practices into the decision-making infrastructure of the home.

A long-term care home that has current PoET Certification can publicize this achievement and its underlying commitments both internally and externally (including through the use of the Provincial PoET Program logo), helping to both celebrate accomplishments and set and reinforce expectations.

To receive certification, homes must meet carefully selected minimum criteria. The minimum criteria for the Initiation Stream are identified in the box to the right. These minimum criteria for certification ensure the integrity of the value of PoET Certification for both long-term care homes and their stakeholders. A long-term care home that meets these minimum criteria will have made a sufficient number of changes as well as a diverse enough mix of changes in order to create and sustain a decision making culture that aims for alignment with the Health Care Consent Act.

These minimum criteria have been carefully selected using PoET's Theory of Change, described in the next section of this document (reverse of this page).

**To receive a 1-Year PoET Certification, long-term care homes in the Initiation Stream must meet all of the following 5 minimum criteria by the end of their active period:**

1.

Implement five different change ideas related to PoET Goals

Collectively, the five implemented change ideas must:

2.

Involve front-line registered staff and two other stakeholder groups

3.

Involve all three core issues

And when the five implemented change ideas are considered individually:

4.

Three must have or address at least one environmental element of decision-making

5.

Two must have or address at least one knowledge-based element of decision-making

*For Criterion 2, stakeholder groups considered include: (1) front-line registered staff, (2) physicians, (3) administrative staff and management, (4) residents, and (5) family members.*

*For Criterion 3, core issues include: (1) consent, (2) capacity, and (3) substitute decision making.*

*Please see the discussion of PoET's Theory of Change (reverse of this page) for an explanation of environmental and knowledge-based elements of decision-making mentioned in Criterion 4 and 5, respectively.*

# PoET’s Theory of Change

PoET helps Ontario long-term care homes identify opportunities for greater alignment with the Health Care Consent Act — and homes achieve greater alignment through change.

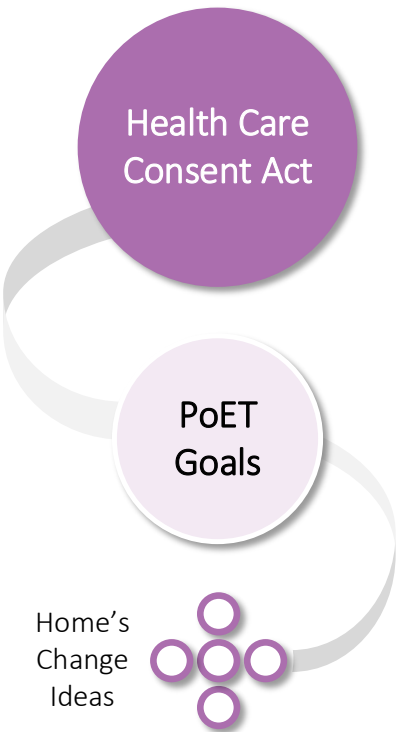
PoET’s Theory of Change describes how changes within the long-term care home can bring about better alignment with the Health Care Consent Act. It incorporates the concepts of **PoET Goals** and **Change Ideas**.

The Health Care Consent Act has multiple possible endpoints in long-term care, and **PoET Goals** describe what these endpoints could look like in these settings. Homes participating in the Initiation Stream will work toward meeting **PoET Goals** by identifying and/or creating **Change Ideas**. Health Quality Ontario defines Change Ideas as “actionable, specific idea[s] for changing a process” (p. 4).<sup>i</sup> Through designing and testing **Change Ideas**, homes work toward greater alignment with the Health Care Consent Act.

Environmental elements of decision-making are those things that surround decision-makers and encourage or require them to make decisions in a particular way. Things like consent forms, required processes, forced functions, documentation practices, scheduling, and even physical space can all be environmental elements of a home’s decision-making infrastructure.

A Change Idea that addresses knowledge-based elements of decision-making considers what people know (or need to know) in order to make decisions in line with Health Care Consent Act requirements. A Change Idea with knowledge-based elements could include things like education sessions, quizzes, case review, information posting, and scripting.

The table included below identifies how these different pieces of PoET’s Theory of Change work together to bring about greater alignment between the home’s decision making practices, habits, and policies with the Health Care Consent Act.



Example of PoET’s Theory of Change in Action		
Element of the Health Care Consent Act	PoET Goal <i>What alignment with this element of the Act would look like in a long-term care setting</i>	Home’s Change Idea(s) <i>Changes that the home will implement (test and refine) in order to achieve the PoET Goal</i>
A person’s decision making capacity can return (Section 16)	Whenever a resident is capable of making a decision, staff and physicians obtain consent from the resident	<div><div>(1)</div>Create a documentation function requiring staff to identify who provided consent, and why (environmental element)</div> <div><div>(2)</div>Provide education to help staff understand capacity (knowledge-based element)</div> <div><div>(3)</div>Provide education for residents and families (knowledge-based element)</div>

## The Role of the PoET Team

During the active period of the Initiation Stream, the PoET Team will support your home to choose Change Ideas and plan for their implementation. Once Change Ideas are selected by the end of Week 2, the PoET Team will be able to tell you whether the created plan will, *if implemented successfully by the end of the active period*, satisfy the minimum criteria for 1-Year PoET certification. If you have any questions during the process, the PoET Team will help you get the information that you need.

<sup>i</sup> Health Quality Ontario. “Change Concepts and Ideas.” 2013. <http://www.hqontario.ca/portals/0/documents/qi/qi-change-concepts-and-ideas-primer-en.pdf>