



Gaunley Home Care, LLC.

DCW competency requirements policy 2 (i)

Successfully complete Gaunley's direct care worker training program, which shall be the My Learning Center PA Home Care direct care worker training program accessible at <https://learningcenter.pahomecare.org>. At minimum following module shall be completed by DCW's before providing services to the consumers.

§ 611.55 Competency requirements

b) A competency examination or training program developed by an agency or registry for a direct care worker must address, at a minimum, the following subject areas:

1. Confidentiality

Ethical Behaviors: What's Right and Wrong
Understanding HIPAA and Confidentiality

2. Consumer control and the independent living philosophy

Building Relationships
Consumer Control and Independent Living Philosophy
Family Resources
Maintaining Boundaries with a Consumer
Professionalism
Understanding Family Dynamics

3. Instrumental activities of daily living

Understanding Activities of Daily Living
Understanding Instrumental Activities of Daily Living
Tools to Help Lift and Transfer Consumers Safely

4. Recognizing changes in the consumer that need to be addressed

Activities to Keep Your Consumers Engaged
The Aide's Role in Palliative Care and Pain Management
Assisting Stroke Patients
Caring for Individuals with ALS
Depression: Recognizing the Signs and Symptoms
Detecting and Understanding Levels of Pain Effects
of Aging on Emotions and the Five Senses
Health Coaching: Helping People Manage Their Chronic Conditions
Incident Reporting
Physical Changes of Aging



Recognizing Signs of Heat Stroke, Exhaustion and Hypothermia Understanding Hospice Care

5. Basic infection control

*Bed Bug Action Plan for Homecare
How to Prevent Pressure Ulcers
How to Protect Against Infection
Proper Hand Washing
Proper Skin Care and Bathing
Recognizing Common Infections*

6. Universal precautions

*Assistive Devices to Help Seniors/People with Disabilities
Bed Bug Action Plan for Homecare
Being Safe While Bringing Care Home*

7. Handling of Emergencies

*Handling Emergencies
Incident Reporting*

8. Documentation

*Understanding HIPAA and Confidentiality
Understanding Pennsylvania's Homecare Agency and Registry Licensure*

9. Recognizing and reporting abuse or neglect

*Elder Abuse and Neglect
Incident Reporting
Preventing Fraud and Financial Abuse of Seniors*

10. Dealing with difficult behaviors

*Assisting People with Behavioral Health Issues
Caring for an Aggressive Person
Caring for the Blind and Visually Impaired
Caring for the Hearing Impaired and Deaf
The Effects of Dementia on the Brain
How Attitudes and the Environment Affect Agitation and Aggression
Identifying and Assessing Aggression
Providing Care for Someone with Dementia
Understanding the Physical Causes of Agitation and Aggression
Understanding Dementia and Alzheimer's Disease*



c) A competency examination or training program developed by an agency or registry for a direct care worker who will provide personal care must address the following subject areas:

1. **Bathing, shaving, grooming and dressing**

Bathing and Showering Someone with Dementia

Proper Skin Care and Bathing

Understanding Activities of Daily Living

Understanding Instrumental Activities of Daily Living

2. **Hair, skin and mouth care**

Bathing and Showering Someone with Dementia Dental and Oral Care

Physical Changes of Aging

3. **Assistance with ambulation and transferring**

Back Anatomy and Body Mechanics

Tools to Help Lift and Transfer Consumers Safely Transferring

People the Right Way Understanding Activities of Daily Living

4. **Meal preparation and feeding**

Importance of Nutrition and Diet for Good Health Understanding Activities of Daily Living Understanding Instrumental Activities of Daily Living

5. **Toileting**

Understanding Activities of Daily Living Understanding Instrumental Activities of Daily Living

6. **Assistance with self-administered medications**

The Aide's Role in Palliative Care and Pain Management

Detecting and Understanding Levels of Pain

A Pill's Journey: How Medication Works

