



NEW SOUTH WALES NURSES AND MIDWIVES' ASSOCIATION
AUSTRALIAN NURSING AND MIDWIFERY FEDERATION NEW SOUTH WALES BRANCH



POLICY ON THE PROVISION OF PERSONAL CARE

Re-Endorsed by Annual Conference 2021

NSW Nurses and Midwives' Association
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Policy on the Provision of Personal Care*

THE NSW NURSES AND MIDWIVES' ASSOCIATION RECOGNISES THAT:

- There is a clear evidence base which demonstrates the relationships between staffing levels and skills mix and quality of care¹.
- There are many individuals, who, because of illness, disability, age or frailty, are unable to undertake the full range of everyday tasks that people normally do for themselves. These people require assistance and support with personal care.
- The term personal care describes assistance with daily living tasks provided to individuals regardless of the care setting, whether or not the care provider and the care recipient are related to one another, and whether or not the care provider is paid.
- The provision of personal care often necessitates the performance of intimate activities and therefore requires respect for individuals' dignity, independence, and choice.
- Personal care can be delivered formally, by contracted workers or informally by unpaid workers such as, family and friends. Volunteers providing personal care are considered formal carers.

THE NSW NURSES AND MIDWIVES' ASSOCIATION ADOPTS THE POLICY THAT:

1. Any person requiring assistance with personal care has, by definition, some degree of self-care deficit.
2. Personal care activities may be provided by a range of people including: family members; home help or home care workers; nurses (registered or enrolled); assistants in nursing or other unlicensed workers (however titled).
3. The appropriate person to provide formal personal care can only be determined following assessment of the needs of the person requiring care and the care activity to be provided, in full collaboration with the person requiring care.
4. Where the person requiring care is not able to assess their own care needs, plan their care or direct the care provider in meeting their specific needs or any variations which may arise over time, assessment by a registered nurse is required. The registered nurse should assess the person's care needs, plan the care, and provide or delegate the care.
5. The nursing assessment should consider:
 - a. The health status of the person;
 - b. The extent of the self-care deficit;



- c. The complexity of the care required in relation to the health status of the individual; and,
 - d. The needs and wishes of the care recipient and where appropriate their significant others.
6. Following this assessment, the registered nurse should determine whether the complexity of care required is such that it necessitates nursing care. In circumstances where nursing care is required, any personal care should be provided by an appropriately qualified nurse or delegated as determined through the Nursing and Midwifery Board of Australia (NMBA) Decision Making Framework².
7. Where the person has been assessed as not requiring nursing care, personal care may be provided by non-nursing workers.

* The term 'personal care' is often used in a way that encompasses activities that do not involve direct care, e.g. housekeeping, gardening, shopping, and preparing meals. For the purposes of this policy document, personal care refers to only direct care activities.

REFERENCE

1. Willis, E., Price, K., Bonner, R., Henderson, J., Gibson, T., Hurley, J., Blackman, I., Toffoli, L and Currie, T. (2016) [Meeting residents' care needs: A study of the requirement for nursing and personal care staff. Australian Nursing and Midwifery Federation](#)
2. [NMBA Decision Making Framework](#)