This document outlines the Employment Standards rules to guide employees without a professional designation.

If you have a professional designation, contact your regulatory body for more information about the rules that apply to you.

**WHERE DO YOU PERFORM YOUR JOB?**

<table>
<thead>
<tr>
<th>Home Care</th>
<th>Residential Care</th>
</tr>
</thead>
</table>
| • At the client’s home | In a facility or group home which provides:  
  • Emergency shelter  
  • Supervision and treatment of young offenders, or  
  • Care and treatment of individuals with emotional and/or behavioural difficulties, or physical and/or developmental disabilities |

**WHAT ARE YOUR PRIMARY JOB DUTIES?**

<table>
<thead>
<tr>
<th>Homemaking Services</th>
<th>Personal Care Services</th>
<th>Health Care Services</th>
<th>Other Services</th>
</tr>
</thead>
</table>
| • Adult sitting and child care  
  • Routine housecleaning  
  • Laundry, ironing and mending  
  • Budgeting, banking, paying bills or shopping for essentials  
  • Menu planning or meal preparation  
  • Any home management service | • Personal hygiene care  
  • Assistance with personal activities of daily living including, but not limited to:  
  – Respite services  
  – Behaviour, developmental, emotional and social support services  
  – Mentoring  
  – Referral for services | • Nursing service  
  • Rehabilitation therapy  
  • Health care procedures authorized by a Nurse or Rehabilitation Therapist | • Heavy housework services  
  • Handyman service  
  • Meals on Wheels/ Wheels to Meals  
  • Transportation service  
  • Office or administrative services |

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| • Personal hygiene care  
  • Assistance with personal activities of daily living including, but not limited to:  
  – Respite services  
  – Behaviour, developmental, emotional and social support services  
  – Mentoring  
  – Monitoring for safety  
  – Responding to crisis calls/situations | • Nursing service  
  • Rehabilitation therapy  
  • Health care procedures authorized by a Nurse or Rehabilitation Therapist | • Housekeeping, janitorial and maintenance services  
  • Menu planning or meal preparation  
  • Office or administrative services  
  • Other services not directly related to the personal care and health care of the client |

**Are you employed directly by the client?**

- **YES**
  - DOMESTIC EMPLOYEE  
  - Learn the rules
- **NO**
  - CAREGIVER  
  - Learn the rules  
  - REGULAR EMPLOYEE  
  - Learn the rules

Disclaimer: In the event of any discrepancy between this information and Alberta Employment Standards legislation, the legislation is considered correct.