



Grey
County

Revised Committee Agenda

Long-Term Care Committee of Management

June 9, 2020 – 9:30 AM

Electronic Participation

Council Chambers, Grey County Administration Building

1. **Call to Order**
2. **Declaration of Pecuniary Interest**
3. **Reports**
 - a. **LTCR-CM-17-20 Ten Year Capital Forecast 2021-2030**
That Report LTCR-CM-17-20 regarding the Long Term Care 2021-2030 Draft Ten Year Capital Forecast be received; and
That it be forwarded for inclusion in the Corporate Ten Year Capital Forecast 2021-2030 for consideration by County Council; and
That the projects proposed in the First Year of the 2021- 2030 Ten Year Capital be used for planning purposes for the 2021 Budget.
 - b. **LTCR-CM-18-20 Financial Update and Year End Projection as of April 30, 2020**
That report LTCR-CM-18-20 regarding a Financial Update and Year-End Projection as of April 30, 2020 be received for information.
 - c. **LTCR-CM-19-20 COVID-19 Update**
That Report LTCR-CM-19-20 regarding a COVID-19 Update be received for information.
4. **Redevelopment Update**
5. **Other Business**
6. **Next Meeting Date**
 - a. July 14, 2020
7. **Adjournment**



Committee Report

To:	Chair Burley and Members of the Committee of Management
Committee Date:	June 9, 2020
Subject / Report No:	LTCR-CM-17-20
Title:	2021-2030 Ten Year Capital Forecast
Prepared by:	Shannon Cox, Executive Director Grey Gables Stacey Goldie, Executive Director Lee Manor Karen Kraus, Executive Director Rockwood Terrace
Reviewed by:	Jennifer Cornell, Director of Long Term Care Joanna Alpajaro, Deputy Treasurer
Lower Tier(s) Affected:	All Grey County
Status:	

Recommendation

1. That Report LTCR-CM-17-20 regarding the Long Term Care 2021-2030 Draft Ten Year Capital Forecast be received; and
2. That it be forwarded for inclusion in the Corporate Ten Year Capital Forecast 2021-2030 for consideration by County Council; and
3. That the projects proposed in the First Year of the 2021- 2030 Ten Year Capital be used for planning purposes for the 2021 Budget.

Executive Summary

The capital forecast submissions set out proposed plans and rationale for future capital spending. The 2017 Building Condition Assessment and Reserve Fund (BCA) were used in the development of the capital forecast. Costing for proposed projects have been adjusted to reflect the current and anticipated market value for the projects.

Background and Discussion

There are several items common to the three homes including: High-Low Beds, Resident Lifts and Information Technology. The beds and lifts are on a replacement cycle and support resident and staff safety. Computers are used by every department and follow a replacement schedule as recommended by the Information Technology department.

Annual reserve contributions are in place as recommended in the 2017 BCA to ensure adequate funds are available for the replacement of building and equipment components in the future. An analysis of each of the homes' capital reserves has been completed and a detailed project sheet is included in the packages that outlines a plan for future transfers to reserves to address future funding requirements. With the preparation of the 2021-2030 ten-year capital forecast, staff have reviewed projects recommended in the BCA report and have made revisions/deletions and additions to the 2021-2030 10 year capital forecast. These changes are outlined below with particular attention paid to 2021-2023.

Safety, legislation and normal life cycle replacement have all been considered in the development of the proposed capital forecast.

Grey Gables

The changes in the proposed 2020 capital forecast that impact 2021-2023 are outlined in the following table.

Project	Cost	Year Scheduled
Laundry Equipment <ul style="list-style-type: none"> Portion of the project will be carried forward due to challenges in completing work during COVID-19 restrictions Required to meet TSSA Gas Code changes and structural changes. 	\$25,000	2021
Retaining Wall <ul style="list-style-type: none"> Entire project will be carried forward due to challenges in completing work during COVID-19 restrictions 	\$20,000	2021
Surface Drainage and Eavestrough <ul style="list-style-type: none"> Was originally booked in 2023 for \$20,000 Moved to 2021 and increased by \$15,000 	\$35,000	2021
Doors (entrance, interiors, systems)	\$30,000	2021

Project	Cost	Year Scheduled
<ul style="list-style-type: none"> Originally booked in 2026 for \$40,600 Moved to 2021 and amount of project decreased by \$10,600 		
Parking Lot, Curbs and Guards <ul style="list-style-type: none"> Originally booked for 2021 for \$453,500 Moved to 2024 to coincide with redevelopment and hospital build Amount of project increased by \$27,800 	\$481,300	2024
Window Sill Replacement <ul style="list-style-type: none"> End of life replacement. This is a new project. 	\$25,000	2021
Plumbing Fixtures Replacement <ul style="list-style-type: none"> End of life replacement. This is a new project. 	\$20,000	2021
Painting of Common Rooms, Hallways <ul style="list-style-type: none"> Project deleted, this work is completed annually as needed through operating 	\$16,000 & \$17,900	2021 & 2022
Re-Caulking <ul style="list-style-type: none"> Project deleted, this work is completed annually as needed through operating 	\$13,000	2023

Lee Manor

The previously identified projects for 2021 have been reviewed. The 2021-2023 changes from the 2020 capital project planning document are reflected in the following table.

Project	Cost	Year Scheduled
Caulking/Sealant <ul style="list-style-type: none"> Project deleted, this work is completed annually as needed through operating. 	\$55,000	2021

Project	Cost	Year Scheduled
Redevelopment of Resident Common Area and Staff Area on Main Floor <ul style="list-style-type: none"> Entire project will be carried forward due to challenges in completing work during COVID-19 restrictions Increase of \$2,000 to project 	\$102,000	2021
Blanket / Towel Warmers <ul style="list-style-type: none"> Required to reduce responsive behaviours and to provide comfort after responsive behaviours, purchasing two additional blanket warmers so that all residents have access to this benefit. This is a new project. 	\$10,000	2021
Furniture – Resident Lounges and Dining Rooms <ul style="list-style-type: none"> End of life replacement, furniture showing signs of age. This is a new project. 	\$50,000	2021
Draperies / Blinds <ul style="list-style-type: none"> End of life replacement, showing signs of age. This is a new project. 	\$25,000	2022

Rockwood Terrace

Staff work diligently to review and schedule capital projects. There is a need to provide a safe, comfortable environment while balancing the need to redevelop. Projects for window and flooring are budgeted at \$20,000 and \$50,000 per year respectively and \$10,000 is budgeted for plumbing fixtures which allows for the most imminent needs to be met.

Depending on risk and construction delays the projects may be realigned in future years. Redevelopment must be completed within 4 ½ years therefore capital needs for Rockwood Terrace have not been addressed past 2025. The 2021-2023 changes from the 2020 capital project planning document are reflected in the following table.

Project	Cost	Year Scheduled
Caulking/Sealant <ul style="list-style-type: none"> Project deleted, this work is completed annually as needed through operating. 	\$23,200	2021
Blanket / Towel Warmers <ul style="list-style-type: none"> Originally booked \$20,000 for the purchase of four blanket/towel warmers Decrease of \$8,400, will only purchase two warmers 	\$11,600	2021

Redevelopment

The proposed capital forecast includes a \$1,361,000 transfer to reserves for the future redevelopment of Rockwood Terrace. This annual transfer was initiated a few years ago as the debentures for the renovations at Lee Manor were paid off and are available to offset the cost of construction.

With confirmation of title to the property in Durham for the new facility, the province will commence the funding and licensing approval process. This is anticipated to take several months. Upon receipt of those approvals, Grey County could seek an architect or a design-build firm. At this time, staff are developing the overall concept for the property to fulfill the West Grey planning requirements for site development.

Financial and Resource Implications

The capital reserves for the long-term care homes are maintained as individual entities however staff considers the three long term care homes as a portfolio.

Rockwood Terrace has sufficient reserve funds which will be beneficial to offset the cost of unbudgeted capital expenditures in future years if required. Lee Manor and Grey Gables have some larger projects anticipated in the upcoming years (i.e. replacement of air make up system in 2030 at Lee Manor) which impact the individual home reserves, however reserves will be redistributed as required across the three homes. In addition, the balance in the Administration Pay Equity reserve will be transferred to Lee Manor's General Capital (BCA) Reserve in 2021 to assist with the cost of these larger projects in upcoming years.

The Building Condition Assessment and Reserve Fund Study was used to identify priorities. Excluding the amount set aside for debenture payments, the 2021 forecast utilizes existing capital reserves to complete the recommended projects while holding to a 2% increase over 2020. The total net levy for 2021 is \$2,184,000 which requires a net levy increase of \$16,200 or a 0.75% increase from the 2020 approved capital budget.

Relevant Consultation

- ☒ Kim Wingrove- CAO, Kevin Wepler- Director of Corporate Services.
- ☒ External Building Condition Assessment

Appendices and Attachments

[Attachment to LTCR-CM-17-20 Long Term Care Summary 2021-2030 Ten Year Capital](#)

[Attachment to LTCR-CM-17-20 Redevelopment Summary 2021-2030 Ten Year Capital](#)

[Attachment to LTCR-CM-17-20 Grey Gables Summary 2021-2030 Ten Year Capital](#)

[Attachment to LTCR-CM-17-20 Lee Manor Summary 2021-2030 Ten Year Capital](#)

[Attachment to LTCR-CM-17-20 Rockwood Terrace Summary 2021-2030 Ten Year Capital](#)

[Attachment to LTCR-CM-17-20 Redevelopment Project Sheets](#)

[Attachment to LTCR-CM-17-20 Grey Gables Project Sheets 2021-2030](#)

[Attachment to LTCR-CM-17-20 Lee Manor Project Sheets 2021-2030](#)

[Attachment to LTCR-CM-17-20 Rockwood Terrace Project Sheets 2021-2030](#)

To:	Chair Burley and Members of the Committee of Management
Committee Date:	June 9, 2020
Subject / Report No:	LTCR-CM-18-20
Title:	LTC Financial Update and Projection as of April 30, 2020
Prepared by:	Joanna Alpajaro, Deputy Treasurer and Jennifer Cornell, Director of Long-Term Care
Reviewed by:	Kim Wingrove, CAO
Lower Tier(s) Affected:	All Grey County
Status:	

Recommendation

1. That report **LTCR-CM-18-20 regarding Long-Term Care Financial Update and Year-End Projection as of April 30, 2020** be received for information.

Executive Summary

This report provides a financial projection to year-end for the Long-Term Care Homes based on revenues and expenditures to April 30, 2020, including an update on the known and potential future financial impacts of the COVID-19 pandemic.

Year-end financial estimates are dependent on the following factors, which are currently not known:

- The provision of additional emergency COVID Ministry funding
- The impact of the release of Case Mix Index funding
- Funding announcements for 2020-2021 fiscal year
- The duration and operational and financial impacts of COVID-19

A review of actual financial results as compared to budget as at the end of April 2020 for Long Term Care projects an overall year end deficit position ranging from a best-case scenario of \$405,000 to a worst-case scenario of \$1,375,000. The best-case projections are derived from the expectation that the Ministry of Health will provide additional funding to cover the incremental costs associated with COVID-19. COVID-19 related assumptions used in the forecast model are outlined in the next section of

this report. Advocacy to upper levels of government for incremental funding to offset COVID related costs is required to minimize the financial impact to the County of Grey.

Background and Discussion

Over the past two months, the COVID-19 pandemic has had a significant impact on the finances and operations of the County of Grey Long-Term Care department. The financial implications of COVID-19 are difficult to predict at this time, given the uncertainty of provincial funding regarding extraordinary expenditures and the unknown duration of time this pandemic will last. Complicating the financial forecast are such matters as: the potential for residents and/or staff to become ill with the virus, causing an outbreak, availability and cost of personal protective equipment (PPE), and the additional expenditures required to protect the homes if social distancing restrictions are relaxed in the future .

Expenditures related to COVID-19 have been put into place as a result of provincial directives that have been received from either the Ministry of Long-Term Care, Ministry of Health, or the Chief Medical Officer of Health for Ontario. This includes increased spending relating to additional staff, personal protective equipment, cleaning supplies, equipment to support infection prevention and control measures, and screening and testing initiatives.

Significant COVID-19 related assumptions used in the forecast model include the following:

1. That all three care communities will remain free of COVID-19 outbreak.
2. That Ministry of Long-Term Care directives and regulations issued over the past few months will require current staffing levels and operational costs to continue through to December (this recognizes the precautions needed to protect the residents and staff).
3. That Ministry of Long-Term Care will provide emergency funding support to its licensees in June 2020, although the amount of funding has not been announced. No further funding has been committed beyond June; therefore worst case scenarios have been developed with the assumption that no additional funding will be received after June 2020.
4. That pandemic wage increases announced by the Province will be fully funded by the Province and will not impose any additional cost to the County.

Additional COVID-19 Prevention and Containment Ministry Funding

The Ministry of Long-Term Care has provided emergency funding support as a result of COVID-19 to long-term care (LTC) home licensees. This funding is in recognition of the extraordinary costs associated with preventing and containing the spread of COVID-19.

These costs include 24/7 screening, more staff in homes, and supplies and equipment to help prevent and prepare for a COVID-19 outbreak.

To date, the following COVID-19 emergency funding has been received. A further instalment will be processed for June 2020 but at this time, no details are available.

Home	March-April 2020	May 2020	Total COVID-19 Funding
Grey Gables	\$75,000	\$25,600	\$100,600
Lee Manor	\$75,000	\$42,200	\$117,200
Rockwood Terrace	\$75,000	\$42,400	\$117,400
Total	\$225,000	\$110, 200	\$335,200

The Ministry has also invested in additional emergency capacity to support adequate space to isolate residents as needed, and to open appropriate care spaces for hospital patients who are waiting for long-term care. On March 25, 2020, the Ministry granted approval for five additional beds to the County of Grey homes under Emergency Licenses for the period March 25, 2020 to March 24, 2021. The following table outlines the additional beds per home and the increased funding for each home related to the increased bed capacity. The increased funding for these additional beds is not case-mix index adjusted.

Home	Number of beds - original	Additional licenses	Number of beds – increased capacity	Additional Ministry Funding
Grey Gables	66	2	68	\$104,000
Lee Manor	150	1	151	\$ 52,000
Rockwood Terrace	100	2	102	\$104,000
Total	316	5	321	\$260,000

COVID-19 Impacts

The Executive Director from each home has reviewed the actual to budget figures and worked with finance staff to project a year-end position by estimating results still anticipated to occur.

Highlights of the financial statements and variances are as follows:

Grey Gables

Grey Gables is expected to end the year with an operating deficit in the range of \$135,000 to \$385,000. It is expected that salaries and associated benefits will be \$475,000 over budgeted. The following summarizes the staffing impact for Grey Gables as a result of COVID-19:

- RPN – additional 8 hours per day to maintain consistent staffing levels in each Home area and to limit the risk of exposure by going from one area to another
- PSW – additional 8 hours per day to maintain consistent staffing levels in each Home area and to limit the risk of exposure by going from one area to another
- Dietary Aide – additional 10 hours per day to allow cooks to stay in the kitchen and to have one aide assigned to each home area
- Recreation Aide – additional 16 hours per week to assist with window visits and virtual calls to families
- Housekeeping – additional 8 hours per day for intensive cleaning, sanitizing and to have one housekeeper dedicated to each home area
- Emergency Support Workers – additional 16 hours per day to assist with screening at front door and as needed throughout the home
- Maintenance Manager – additional 15 hours per week

To maintain the safety of the staff and residents, it is estimated that the cost of personal protective equipment and cleaning supplies will be \$113,000 over what was budgeted.

At this time, Grey Gables has received \$100,600 in COVID-19 funding and will receive \$104,000 in additional funding for the two beds licensed on March 25, 2020 for a total of \$204,600 in additional Ministry funding which will be used to partially offset the COVID expenditures.

Grey Gable's capital budget is anticipated to end the year on target. Two of Grey Gables' capital projects, the provision of laundry equipment and the replacement of a retaining wall, will be delayed into 2021 due to COVID and the inability to proceed with non-essential construction. The remaining capital projects per the 2020 approved budget are scheduled to continue as planned.

Lee Manor

Lee Manor is expected to end the year with an operating deficit in the range of \$150,000 to \$480,000. It is expected that salaries and associated benefits will be \$660,000 over budgeted. The following summarizes the staffing impact for Lee Manor as a result of COVID-19:

- PSW – additional 12 hours per day to maintain consistent staffing levels in each Home area and to limit the risk of exposure by going from one area to another
- Recreation Aide – additional 8 hours per day to assist with window visits and virtual calls to families
- Housekeeping – additional 8 hours per day for intensive cleaning, sanitizing and to have one housekeeper dedicated to each home area
- Emergency Support Workers –additional 40 hours per day to assist with screening at front door and as needed throughout the home
- Scheduler – additional 15 hours per week to assist with scheduling

To maintain the safety of the staff and residents, it is estimated that the cost of personal protective equipment and cleaning supplies will be \$172,000 over what was budgeted. Increased security costs, which were not budgeted, are anticipated to cost \$24,000.

At this time, Lee Manor has received \$117,200 in COVID-19 funding and will receive \$52,000 in additional funding for the one bed licensed on March 25, 2020. It was recently discovered that Structural Compliance of \$22,812 per month for Lee Manor will continue until further notice. Since County staff only budgeted for three months of Structural Compliance, this provides an additional unbudgeted amount of nine months of Structural Compliance totaling \$205,300 in funding. This provides a total of \$374,500 in additional Ministry funding which will be used to partially offset the COVID related expenditures.

Lee Manor's capital budget is anticipated to end the year on target. One of Lee Manor's capital projects, the redevelopment of resident common area and staff area on main floor, will be delayed to 2021 due to COVID and the inability to proceed with non-essential construction. The remaining capital projects per the 2020 approved budget are scheduled to continue as planned.

Rockwood Terrace

Rockwood Terrace is expected to end the year with an operating deficit in the range of \$120,000 to \$510,000. It is expected that salaries and associated benefits will be \$405,000 over budgeted. The following summarizes the staffing impact for Rockwood Terrace as a result of COVID-19:

- RPN – additional 8 hours per week to maintain consistent staffing levels in each Home area and to limit the risk of exposure by going from one area to another
- PSW – additional 9 hours per day to maintain consistent staffing levels in each Home area and to limit the risk of exposure by going from one area to another
- Dietary Aide – additional 15 hours per week to have one aide assigned to each home area
- Recreation Aide – additional 16 hours per week to assist with window visits and virtual calls to families
- Housekeeping – additional 8 hours per day for intensive cleaning, sanitizing and to have one housekeeper dedicated to each home area
- Laundry – additional 2.5 hours per day for increased linen cleaning
- Maintenance – additional 16 hours per week
- Screeners – to provide 14 hours daily of screening at front entrance
- Emergency Support Workers – additional 36 hours per week to assist where they are needed
- Office Clerk – additional 5 hours per week to assist with room service

To maintain the safety of the staff and residents, it is estimated that the cost of personal protective equipment and cleaning supplies will be \$150,000 over what was budgeted. Increased PSW agency staffing costs, which are also not budgeted, are anticipated to cost \$174,000.

At this time, Rockwood Terrace has received \$117,400 in COVID-19 funding and will receive \$104,000 in additional funding for the two beds licensed on March 25, 2020 for a total of \$221,400 in additional Ministry funding which can be used to offset COVID-related expenses.

Rockwood Terrace's capital budget is anticipated to end the year on target. There is a need to provide a safe, comfortable environment while balancing the need to redevelop, so capital projects are only undertaken if necessary.

Funding Announcements 2020-2021

Although a formal funding announcement has not been made at this time, the Spring Economic Statement confirmed the Government of Ontario's commitment to maintain quality of care in the Long-Term Care sector with an increase in Level of Care funding of \$102 million. The Ministry's investment also includes up to \$23 million for a new Minor Capital Program to help maintain long-term care homes. Further details of these funding increases are expected to be released soon. The best-case financial projections have included estimated amounts from these potential funding announcements.

Cost Containment Measures

Long-term care staff will continue to work closely with staff from Finance, Human Resources and Purchasing to ensure responsible emergency response spending. In the coming months, staff will consider the actions that can be taken to help mitigate costs and reduce future deficits.

Legal and Legislated Requirements

None

Financial and Resource Implications

The overall financial impacts of the pandemic are difficult to assess as the extent and duration of the virus are unknown at this point and will continue to evolve. At this time, with the information that is available when this report was written, the overall deficit across the three care communities is expected to be in the range of \$405,000 to \$1,375,000. Advocacy to upper levels of government for incremental funding to offset COVID related costs is required to minimize the financial impact to the County of Grey.

The following table summarizes the potential worst-case deficit situation, based on provincial funding to the end of May, of the three Homes individually and in total:

Year End Projection – No Additional Provincial Funding Provided

	Grey Gables	Lee Manor	Rockwood Terrace	All Three Homes
COVID Ministry funding Jan to May 2020	(\$100,600)	(\$117,200)	(\$117,400)	(\$335,200)
Additional license funding	(\$104,000)	(\$52,000)	(\$104,000)	(\$260,000)
Structural Compliance funding		(\$205,300)		(\$205,300)
Incremental Salary and Benefit expenditures	\$475,000	\$660,000	\$405,000	\$1,540,000
Incremental Materials and Supplies expenditures	\$113,000	\$172,000	\$150,000	\$435,000
Incremental Contracted Services expenditures	\$0	\$24,000	\$174,000	\$198,000
Potential Deficit (worst case scenario)	\$383,400	\$481,500	\$507,600	\$1,372,500

The following table summarizes the potential best-case deficit situation, based on additional provincial funding being provided to the end of December, of the three Homes individually and in total:

Year End Projection – Additional Provincial Funding Provided

	Grey Gables	Lee Manor	Rockwood Terrace	All Three Homes
Potential deficit (worst-case scenario)	\$383,400	\$481,500	\$507,600	\$1,372,500
COVID Funding June to Dec 2020 (at same funding levels as May 2020)	(\$179,200)	(\$295,400)	(\$296,800)	(\$771,400)
Ministry funding increase (1.5%, 2020 Budget included a 1.0% increase)	(\$14,500)	(\$33,500)	(\$23,000)	(\$71,000)
Minor Capital Subsidy to replace Structural Compliance	(\$54,200)		(\$68,400)	(\$122,600)
Potential Deficit (best-case scenario)	\$135,500	\$152,600	\$119,400	\$407,500

Relevant Consultation

- Internal - Long Term Care Executive Directors, CAO, Director of Corporate Services, Director of Long-Term Care
- External - None

Appendices and Attachments

None

To:	Chair and Members of the Committee of Management
Committee Date:	June 9, 2020
Subject / Report No:	LTCR-CM- 19-20
Title:	June 2020 COVID 19 Update
Prepared by:	Jennifer Cornell, Director of Long Term Care
Reviewed by:	Kim Wingrove, Chief Administrative Officer
Lower Tier(s) Affected:	All Grey County
Status:	

Recommendation

1. That Report LTCR-CM-19-20 regarding a COVID-19 Update be received for information.

COVID-19 Testing

June marks the third month of navigating the pandemic and emergency measures related to COVID 19. Our homes are prepared and remain vigilant. The emergency order is extended to the end of June.

In May, the homes were part of the mandatory universal swabbing where 717 residents and staff were tested. This was a point in time prevalence study. We received one false positive result at Grey Gables. Public Health was required to classify it as a suspect COVID 19 outbreak. Our months of preparation were quickly put into place, all residents, families and staff were notified, home areas closed, and residents isolated to their rooms. Infection control measures enhanced all within a couple of hours of receiving the news. Public Health worked quickly to retest the positive case and within three days notification was received of a negative result.

Ontario Health provided a [directive](#) on June 4, 2020 that all long term care staff should be tested at reasonable intervals and a minimum of twice in the month of June. This will require a slightly different process than that of the point prevalence testing. While the earlier testing was coordinated with the Grey Bruce Public Health Unit, the Ontario Health directive removes them from this role. Each home is required to coordinate their own strategy for completing the testing. This poses some challenges, including; swab

supply, staff compliance, organizational time and efforts, tracking of results. A plan to support this initiative and test staff during their regular work hours is under development. However, if staff come in on their own time and are willing to be tested compensation for one hour of pay is recommended. The process for positive test results remains unchanged. The Health Unit will be notified by the lab, and an outbreak declared in the home.

Planning for Phased in Re-opening

As the community begins to reopen, there have been many discussions about what this means in long term care. The social and emotional wellbeing of our residents has always been our focus and the Colour It Connect program has allowed loved ones to stay connected. After consultation with Public Health and our clinical teams our homes introduced window visits just in time for Mother's Day. These have been very well received, however do not meet the needs of all our residents. Planning for introducing outside visits has begun with a goal to have this in place for Father's Day. At the regional level a guiding principle document to support long term care homes in planning for safe visiting in long term care is being created. Once this document is released it will help guide our homes for visitor expansion to ensure we are meeting the needs of our residents in these challenging times.

Each home is also developing a plan for a measured approach to a new normal in long term care. All the restrictions that were put into place at the beginning of the pandemic to prevent and manage an outbreak of COVID 19 remain in place. The next steps are determining what measures must remain in place and what can be scaled back or adjusted. Our guiding principles for this work are the overall wellbeing of the residents, staffing resources, PPE supplies, Infection Prevention and Control strategies and fiscal responsibility. This plan must also include measures to continuously evaluate and ramp back up strategies if necessary.

Home Operations

Regular virtual meetings for families and staff are being held. Over the past few months, our homes have also created wonderful videos that have been shared in the monthly newsletters.

Our staffing levels are adequate at the present time, and we have continued to recruit for nursing, program and dietary staff, approximately 5 redeployed staff are working at Grey Gables and Lee Manor and all three homes have hired temporary Emergency Support Workers who are assisting all departments. Our homes have returned to full Point of Care documentation and our program staff are now conducting small home area group activities but still maintaining physical distancing.

Financial Impacts

Responding to COVID 19 and complying with provincial directives has required significant investments in additional staff time, equipment for the homes like bedside trays for in-room meals and PPE for staff. Barring outbreaks in the homes, there are adequate supplies to carry us through to December 2020. We are reviewing our staffing strategies to ensure we are staffing to the level appropriate for the current level of risk.

COVID 19 expenditures are being tracked and there will be a reconciliation between these, and the special funding received from the province.

The details surrounding pandemic pay are being assessed as we receive them. Corporate Services Director Kevin Wepler has sent a memo to update staff on the status.

The Ministry has advised there will be no rate increase for resident accommodation until January 1, 2021.

Conclusion

June is Senior's month, recognizing all the contributions our seniors have made to our communities. The provincial theme is Aging Strong: Respect and Protect our Seniors. Grey County staff are committed and dedicated to working collaboratively with the healthcare sector on new strategies, implementing outbreak protocols, managing and monitoring PPE supplies and ensure ongoing communication with residents, families, staff and the community.