



Committee Report

To:	Chair and Members of the Long-Term Care Committee of Management
Committee Date:	November 8, 2022
Subject / Report No:	LTCR-CM-20-22
Title:	LTC Director Update
Prepared by:	Jennifer Cornell, Director of Long-Term Care
Reviewed by:	Kim Wingrove, Chief Administrative Officer
Lower Tier(s) Affected:	

Recommendation

1. **That report LTCR-CM-20-22 regarding a Long-Term Care Director Update be received for information.**

Executive Summary

Our homes have experienced COVID-19 outbreaks over the summer and fall months. Our teams continue to work with our Public Health partners and implement IPAC strategies to ensure the safety of our residents, families, and staff. Strong and consistent infection prevention and control measures, including audits, universal masking, screening, and testing, remain in place.

The teams have worked through the new requirements for the Fixing Long Term Care Act (FLTCA), which had a six-month transitional period.

COVID Updates

On October 6th, the Ministry released an update to their [Guidance document](#) that included the following updates that came into effect on October 14th.

- The definition of a confirmed outbreak has been updated to two or more residents with COVID with a common link within a 10-day period (no longer includes staff or visitors in the definition).
- Active screening for visitors and caregivers continues to be recommended, and this process continues at each home.
- Screening requirements have shifted from active to passive screening for staff members.
- Masks continue to be required for long-term care staff, as well as for visitors and others entering long-term care homes. While recommended, masks are no longer required

when visitors or caregivers are alone with a resident in their private room or a designated visiting area.

- Physical Distancing requirements have been updated to align with other high-risk settings. Physical distancing continues to be encouraged, and residents continue to be urged to avoid situations like crowded places where COVID-19 can spread more easily.
- Long-term care homes can return to regular practice for setting their own visitor policy. The provincially set limit of 4 visitors (including caregivers) per resident at a time for indoor visits has been removed.
- Daily screening of residents for signs and symptoms of COVID-19 and screening of residents upon return from an absence continues to be required but testing of residents is no longer required unless they have symptoms or as directed by public health.

A virtual family meeting was held on November 2nd to review the updates and answer any questions.

COVID-19 Outbreak

Lee Manor experienced a COVID-19 Outbreak on 1 South and 2 South home areas. The 1 South outbreak affected 6 residents and 3 staff and was declared over on October 6th. The 2 South outbreak affected 18 residents and 8 staff and was declared over on October 14th. The home implemented cohort dining strategies on both home areas to reduce the isolation time for residents not affected by the outbreak.

Active Screening and Surveillance Testing

As of October 14th, active screening for staff transitioned to passive screening. Daily rapid antigen testing continues at all three homes for all team members, designated care partners and indoor visitors.

The three homes continue to test over 1,900 individuals weekly.

Visitors and Family

The Director of LTC presented an overview of our Designated Care Partner Program at the Ontario's Health Quality and Patient Safety Rounds on October 25th. The speaking engagement reviewed the innovations we implemented during the pandemic and the partnerships that positively supported a culture change in long-term care. This opportunity provided a platform to highlight our designated care partners and the crucial role they play now and into the future.

Recently, residents, designated care partners and staff from Grey Gables participated in the Essential Partners in Care – “The Magic of Connection” video created by Bruyère and the Center for Learning, Research & Innovation (CLRI) in Long Term Care. The video debut was at the end of October at the OLTCA Conference. The [video](#) is also linked to the CLRI website. The message was powerful, and we are grateful for the opportunity to be part of such an incredible project that expresses the importance of essential caregivers.

IPAC Strategies

On October 24th, the Ministry released a [memo](#) related to the importance of Ontario nurses getting their COVID-19 bivalent booster. Our homes continue to offer the COVID-19 vaccine to

all team members and designated care partners. The homes continue to provide education on immunization and encourage team members to boost their immunity with both COVID-19 and Influenza vaccinations.

Staffing

On October 5th, the Ministry of Long-Term Care announced funding for a new program entitled “Hiring More Nurse Practitioners for Long-Term Care Homes” (HMNP). The intent of the funding is to hire and retain up to 225 additional nurse practitioners (NPs) in the long-term care sector. The province will fund up to 75 FTEs per year, with the intent after 3 years to hit the target of 225 additional NPs.

The program is intended to either support a newly created NP position, or the conversion of an existing NP part-time position to a full-time position. The NP(s) are to carry out the role as a primary care provider to residents, working within their legislative scope of practice. The funding includes salary and benefits, as well as expenditures that are required to support the position, including but not limited to IT and IT resources, medical equipment, office supplies, etc.

We are in the process of exploring this opportunity for a Nurse Practitioner for our Grey County homes; either a position for each home, and/or a shared position. However, eligible licensees can only apply for the funding after they have successfully hired an NP.

In October, the recruitment process began for the IPAC & Wellness Lead position at each location. We anticipate a late November start date for this new role that meets the FLTCA requirements.

Recovery and Wellness

The 4th quarter Wellness Newsletter will be released mid-December. The wellness newsletter promotes our EAP Program, wellness tips and resources, Colour It Spirit photos, and each home’s Colour It stories.

On October 20th, a Leadership Development Day was held at Sydenham Campus. The day was well received by the three homes’ leadership Teams. The Director of LTC presented tools and resources to support leadership growth. It was a day that offered moments of reflection and an opportunity to refocus to implement strategies that align with our Colour It promise.

Finance

On September 29th, the Ministry of Long-Term Care (MLTC) announced \$26,170,000 in funding for the fiscal year 2022-23 to LTC homes to support infection prevention and control training and education. The funding will be provided to homes on a per-bed allotment, and homes are requested to prioritize funding and allocate accordingly to best meet individual home needs and evolving priorities, and to maximize impact.

The Assistant Deputy Minister of Long-Term Care released a [letter](#) on September 28th, regarding the second and final payment installment for the Long-Term Care Temporary Retention Incentive for Nurses (LTC TRIN). LTC licensees will receive a final installment of payment in one installment (for the March 20 to April 22 period) in October 2022.

In October, an application for interim beds was completed; 1 at Lee Manor and 2 at Rockwood Terrace. These additional beds will help to increase capacity in long term care and support Ontario's Plan to Stay Open.

On October 20th, the Ministry of Long-Term Care informed LTC homes that they would not publish revisions to the Case Mix Index (CMI) in the 2022-23 fiscal year. The prior year's CMI values will continue to apply for the purposes of funding provided in the Nursing and Personal Care (NPC) envelope.

FLTCA Update

On October 26th, Quality Specialist held a virtual Emergency Management Consultation meeting with our homes' tenants, local municipalities, and emergency service partners. The presentation included an overview of the FLTCA requirements and our emergency management plan. This was an opportunity for our partners to provide feedback and input.

The following provisions were required to comply by October 11th:

Required Training

- Every licensee will need to ensure completion of the training listed in section 82 (7) of the FLTCA by medical directors, physicians, and registered nurses in the extended class retained or appointed under the Regulation:
 - Abuse recognition and prevention
 - Mental health issues, including caring for those with dementia
 - Behaviour management
 - How to minimize the restraining of residents and, where restraining is necessary, how to do so in accordance with FLTCA and the Regulation
 - Palliative care
- Education has been provided to the medical directors and physicians at each home.

Palliative Care

- Every licensee must ensure that the following is complied with for programs respecting palliative care and the palliative care philosophy, set out in section 34 of the Regulation. Our Palliative Care Program has been reviewed and complies with the Act.

Quality Improvement

- Every licensee will need to have established a continuous quality improvement committee as set out in subsection 166(1) of the Regulation. The home's quality improvement committee policy has been updated to reflect the requirements. The committee will meet twice a year.

Written Agreement with Medical Directors

- The Medical Director Agreements have been finalized and sent to the Medical Director for review.

Screening Measures

- Ensure every person who was a member of the home's governance structure on April 11, 2022, has provided the licensee with a police record check.
 - Due to the municipal election, this requirement will be completed with the new incumbents to the Committee of Management.

Partnerships

Work continues with partnerships at both regional and local levels. The Grey Bruce Long-Term Care Committee and healthcare partners have met twice a month.

Our partnership continues with the YMCA to create funding education opportunities for our sector. Recently, a survey was completed by the 19 LTC homes in Grey and Bruce to identify their staffing needs. On October 16th, the YMCA and Ministry of Labour Skills and Training representatives joined the Long-Term Care Committee meeting. They presented an overview of the Skills Development Fund proposal, including an educational program for Essential Skills Supportive Care, Personal Support Worker, and Food Service Worker. During the meeting, the group also discussed the Institutional Cook Apprenticeship program.

We continue to be thankful for the support from Council, the CAO, the Senior Management Team, and the staff in all departments. We recognize that we are in this together as we Colour It for our residents, families, staff, and communities.

Appendices and Attachments

[Hiring More Nurse Practitioners for Long Term Care Funding Policy](#)