



Committee Minutes

Committee of Management March 15, 2022 – 9:30 AM

The Committee met on the above date through electronic means with the following members participating:

Present: Councillors Dwight Burley, Scott Mackey, Christine Robinson, Brian O’Leary; Barb Clumpus, John Woodbury and Warden Selwyn Hicks

Staff

Present: Kim Wingrove, Chief Administrative Officer; Jennifer Cornell, Director of Long-Term Care; Karen Kraus, Stacey Goldie and Shannon Cox, Executive Directors; Renate Cowan, Accreditation and Quality Specialist; Denna Leach, Clinical Specialist; Jennifer Moreau, Director of Human Resources; Markus Hawco, Financial Analyst; Mary Lou Spicer, Director of Finance; Markus Hawco, Financial Analyst, Heather Morrison, Clerk; Olivia Yale, Digital Communications Specialist and Tara Warder, Deputy Clerk / Legislative Coordinator

Call to Order

Chair Mackey called the meeting to order at 9:30 AM.

Declaration of Interest

There were no declarations of interest.

Reports

LTCR-CM-04-22 Long-Term Care Operational Report December 15, 2021 – February 14, 2022

Jennifer Cornell introduced the operational report dated December 15, 2021 to February 14, 2022.

Renate Cowan provided information on Quality Indicators and results of the Annual Resident Experience Survey. She spoke to the areas of satisfaction as well as areas noted for improvement.

Questions were addressed regarding meals and outdoor spaces and community gardens. Staff noted that the courtyards and spaces around the homes provide opportunities for raised garden beds or community gardens. It is also being discussed at the Rockwood Terrace redevelopment table about how outdoor space can be shared with the community. If residents are interested in gardening, there is plenty of opportunity in this regard.

Stacey Goldie then addressed the Committee on ministry compliance. It was noted that Ontario has launched a new and improved inspection program and Lee Manor was one of the first to undergo the new process. The process was extensive, involving interviews with residents and family members, observing resident and staff interaction, IPAC efforts, etc. After all inspection processes were complete, there was one area of noncompliance with the windows. The windows were immediately repaired, and the concern was resolved. The inspectors were very complimentary and were impressed with the staff. While the inspection was going on, the staff were also addressing a COVID outbreak and these efforts did not go unnoticed.

Karen Kraus spoke to the staffing aspect of the report. She spoke to the success of the Care Support Assistant model and how the other homes have had success in this regard. She further spoke to the recruitment efforts which have resulted in the onboarding of new staff. A long-term care recruitment team has been established which aims to improve staffing levels.

Chair Mackey passed the chair position over to Vice Chair Robinson due to internet connectivity issues.

Jennifer Moreau added that recruitment processes are being streamlined.

Shannon Cox provided the Committee with Colour It Stories. All three care communities acknowledge the challenges of 2021. The homes have adapted to a different way of providing care. The homes have a morale board that feature photos of residents with motivational quotes and artwork. Rockwood Terrace staff invite members to review the "One Second Every Day" video in the report.

CM06-22 Moved by: Councillor Clumpus Seconded by: Councillor Burley

That report LTCR-CM-04-22 regarding a Long-Term Care Operational Report dated December 15, 2021 – February 14, 2022 be received for information.

Carried

LTQR-CM-05-22 Long Term Care Covid-19 Update

Jennifer Cornell addressed the Committee on a long-term care COVID-19 update.

March 10 notes the second year of the pandemic and there have been numerous protective strategies implemented. The counties of Bruce and Grey experienced the highest case numbers to date in December and this was challenging. The updates and summaries of the outbreaks were provided in the report.

She spoke to communication efforts within the homes as well as meetings and leadership efforts. Notably, on March 9th Ministry of Long-term Care released its most recent mandate of shifting government mandated vaccine requirements to be at the discretion of individual homes. Grey County is maintaining the requirement for two shots and 1 booster against COVID-19. There are still some employees that require a booster.

Jennifer Cornell then noted that significant delays were experienced in receiving PCR lab test results and this was affecting the homes. Staff worked closely with Ontario Health and Paramedic Services to acquire an ID Now machine which is a molecular testing device used to detect COVID-19 results within 15 minutes. It is on site at Rockwood Terrace. The machine requires significant training to operate, however it is now able to be used and is more reliable than a Rapid Antigen Test. Staff are now working through how it can be used in other applications such as RSV or the flu. Ultimately, it benefits the residents by decreasing unnecessary isolation and allows the team to respond quickly to any outbreaks.

She then spoke to surveillance efforts which will remain in place at this time.

Changes came into effect on March 14th which will allow children under five to resume visits though they are not eligible for vaccines. Overnight stays for residents have resumed as well.

The supply of Personal Protective Equipment (PPE) was highlighted. Staff are planning de-escalation of some of safety provisions. There will be choice in the type of masks staff wish to wear based on their own comfort level and level of interaction with residents.

It was noted that the Designated Care Provider program will be presented at the AdvantAge Ontario conference in April and will showcase the stories of designated care providers.

Partnerships have also been forged to assist with the ongoing staffing challenges during the pandemic. A response team was formed so that it could be redeployed when

needed. There was a need to establish a response team where staff would be redeployed to assist when needed.

Wellness initiatives and the importance of incorporating wellness into daily work were highlighted.

The Province has also confirmed additional prevention funding for the remainder of the year.

Lastly, with the de-escalation happening, this has caused long-term care to pause and consider what the impacts could be as this occurs. Not all precautions are being removed in long-term care and staff are discussing this. PPE stocks will be maintained in case there is a need to shift back to N95 masks. Staff are hopeful but are not letting their guard down as there is still a need to be prepared to respond to any changes in the situation.

Councillor Woodbury entered the meeting at this time.

CM07-22 Moved by: Councillor O'Leary Seconded by: Warden Hicks

That Report LTCR-CM-05-22 regarding a long-term care COVID-19 status update be received for information.

Carried

Closed Meeting Matters

CM08-22 Moved by: Councillor Burley Seconded by: Councillor Clumpus

That the Committee of Management does now go into closed session regarding the long-term care operational report pursuant to Section 239 (2) of the Municipal Act, 2001, as amended:

- i. Personal matters about an identifiable individual, including municipal or local board employees**
- ii. Labour relations or employee negotiations**

Carried

The Committee proceeded into closed session at 10:12 am with all staff in attendance.

The Committee rose from closed session at 10:22 am.

The Vice Chair noted that only the items discussed in the resolution to move into a closed meeting were discussed.

Correspondence

Fixing Long Term Care Act, 2021, Phase 1 Regulations Briefing Note and advantage Ontario Proposed Regulations, Analysis and Comparison

CM09-22 Moved by: Councillor O'Leary Seconded by: Warden Hicks

That the following correspondence be received for information:

- a. Fixing Long Term Care Act 2021, Phase 1 Regulations Briefing Note**
- b. AdvantAge Ontario Proposed Regulations, Analysis and Comparison**

Carried

Other Business

Thank you to Long Term Care Staff

Vice Chair Robinson noted that the Committee of Management wishes to take an opportunity to acknowledge the long-term care teams and discuss some options at the Committee table.

Jennifer Cornell noted that this is appreciated, and staff are open to ideas from the Committee. It would be really well-received having some formal recognition. Recently, the Warden and CAO wrote letters which were sent to each individual staff member in long term care, and this was appreciated. There is a focus on having a culture of recovery and wellness. If this concept is applied to an opportunity for the Committee to show its appreciation, every home has a staff room or team member space and there could be something added to the break rooms to improve the space.

There were further suggestions to host some upcoming Committee of Management meetings at the homes and take this opportunity to thank staff personally for their work.

There are just over 500 staff in all of the homes.

It was suggested that options be brought back to a future meeting in the \$1500 range for each of the three homes.

Next Meeting Dates

May 10, 2022

Committee of Management

March 15, 2022

On motion by Councillors Burley and Clumpus, the meeting adjourned at 10:41 AM.