



CITY OF HAMILTON
HEALTHY AND SAFE COMMUNITIES DEPARTMENT
Long Term Care

TO:	Chair and Members Emergency and Community Services Committee
COMMITTEE DATE:	December 9, 2021
SUBJECT/REPORT NO:	2021 Ministry of Long-Term Care Funding Enhancement (HSC21052) (Wards 6 and 13)
WARD(S) AFFECTED:	Wards 6 and 13
PREPARED BY:	Holly Odoardi (905) 546-2424 Ext. 1906
SUBMITTED BY:	Grace Mater General Manager Healthy and Safe Communities Department
SIGNATURE:	

RECOMMENDATION

That new 100% Provincial Funding from the Ministry of Long-Term Care to provide care and services seven days a week to our residents in Long Term Care facilities of Macassa Lodge and Wentworth Lodge for additional 39.65 FTEs effective November 1, 2021 with an estimated gross cost of \$1,531,724 and net cost of \$0 annually be approved.

EXECUTIVE SUMMARY

As part of the Ministry of Long-Term Care's "A better place to live, a better place to work: Ontario's long-term care staffing plan", a financial commitment has been made by the province to support long-term care home licensees in hiring additional staff to increase direct hours of care provided to residents and enhance quality of care.

The City of Hamilton will receive \$1,531,724 for an additional 39.65 FTE to provide enhanced care and services seven days a week to the residents at both Macassa Lodge and Wentworth Lodge. The additional staff will include nursing, personal support worker and allied health professional staff across both Lodges. This new provincial funding will cover the full cost of the increase in staffing from November 1, 2021 to March 31, 2022 with no levy impact. This funding will continue to be supplemented until 2025 and thereafter continue as base funding.

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

Alternatives for Consideration –Not Applicable

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: The City of Hamilton will receive \$1,531,724 in funding from the Ministry of Long-Term Care to hire an additional 39.65 FTE. New provincial funding from the Ministry of Long-Term Care will cover the full cost of this increase in staffing from November 1, 2021 to March 31, 2022 with no levy impact. This funding will continue to be supplemented until 2025 and thereafter continue as base funding.

Staffing: An additional 39.65 FTE consisting of nursing, personal support workers and allied health professional staff will be hired to increase direct hours of care provided to residents of Macassa and Wentworth Lodges.

Legal: Not applicable

HISTORICAL BACKGROUND

In December 2020, the Ministry of Long-Term Care released “A better place to live, a better place to work: Ontario’s long-term care staffing plan”. This staffing plan aims to make long-term care a better place for residents to live, and a better place for staff to work. The plan focuses on recruitment and retention of more staff, improving working conditions and driving effective and accountable leadership. To support implementation of the plan, provincial financial commitments have been made to improve Ontario’s long-term care sector by increasing staffing levels to support long-term care home licensees in hiring additional staff to increase direct hours of care provided to residents and enhancing the quality of care.

Over the past few years, a number of reports have been issued outlining systemic challenges in the long-term care sector. The two critical reports that were instrumental in highlighting the way forward for LTC in the recent, “A Better Place to Live, A Better Place to Work” report include the final report and recommendations of the Long-Term Care Homes Public Inquiry (July 2019) and the more recent recommendations by the Long-Term Care COVID-19 Commission (October 2020 and December 2020).

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

Recommendations have been made in consideration of the City of Hamilton’s Budgeted Complement Control Policy (CBP – 1).

RELEVANT CONSULTATION

The recommendations in this report are supported by Corporate Services, Financial Planning, Administration and Policy.

ANALYSIS AND RATIONALE FOR RECOMMENDATION

The goal of this new enhanced staff funding is to support LTC home licensees to enable the hiring of more staff to increase direct hours of care provided to residents. Moving to a provincial average of four hours of care has been a long-standing advocacy priority for LTC ever since the target was identified in the government-commissioned Sharkey Report on long-term care in 2008.

The MOLTC staffing plan focuses on six areas of action:

- #1. Increasing the hours of direct hands-on care provided by nurses and personal support workers, to an average of four hours per day per resident, including a significant increase in nursing care to reflect the acuity of long-term care residents and expanding resident access to allied health staff.
- #2. Accelerating and expanding educational pathways to help recruit the tens of thousands of new staff that will be needed.
- #3. Supporting continued development and professional growth for long-term care staff, which will also improve retention.
- #4. Improving working conditions for staff.
- #5. Building effective and accountable leadership in homes across the province to improve oversight within homes, guidance, and medical outcomes in long-term care homes.
- #6. Measuring progress against key performance indicators.

Staff have been working closely with Human Resources on recruitment strategies for ongoing recruitment as well as being prepared for multi-year recruitment. Staff will ensure that these additional FTE's are strategically determined to enhance services and quality of care through feedback, risk mitigation assessment and gap analysis through people leaders.

ALTERNATIVES FOR CONSIDERATION

Not applicable.

ALIGNMENT TO THE 2016 – 2025 STRATEGIC PLAN

Healthy and Safe Communities

Hamilton is a safe and supportive City where people are active, healthy, and have a high quality of life.

APPENDICES AND SCHEDULES ATTACHED

None.