



CITY OF HAMILTON
HEALTHY AND SAFE COMMUNITIES DEPARTMENT
Long Term Care

TO:	Chair and Members Emergency and Community Services Committee
COMMITTEE DATE:	April 6, 2023
SUBJECT/REPORT NO:	Behavioural Supports Ontario Initiative – Macassa Lodge (HSC23011) (Ward 7)
WARD(S) AFFECTED:	Ward 7
PREPARED BY:	Jessica Finan (905) 546-2424 Ext. 5479 Lisa Phelps (905) 546-2424 Ext 7543
SUBMITTED BY:	Holly Odoardi Senior Administrator, Long Term Care Division Healthy and Safe Communities Department
SIGNATURE:	<i>Holly Odoardi</i>

RECOMMENDATION

- (a) That the Behavioural Supports Ontario (BSO) Hamilton Niagara Haldimand Brand (HNHB) – Ontario Health (OH) West base annual funding in the amount of \$112,073 for the 2023/2024 fiscal year be received;
- (b) That the General Manager of Healthy and Safe Communities Department, or their designate, be authorized to increase the Long Term Care (LTC) Division’s 2023 budgeted complement by one full time permanent position of a Recreational Therapist, at an estimated annual cost of \$103,618, to be funded from BSO new base funding, and;
- (c) That ancillary administrative costs of approximately \$1,700, that is not permissible to be funded per BSO, to be absorbed by the division’s 2023 in year savings that may be realized through gapping or other in year savings.

EXECUTIVE SUMMARY

OH West and BSO HNHB financial commitment of new base funding \$112,073, will support LTC related enhancements to BSO as part of the government’s Plan to Stay Open. This plan aims to help stabilize the health and long-term care sectors for the future and improve patient care for Ontarians through five strategic goals, which include preserving hospital capacity and providing the right care in the right place. The

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.

requested one full time permanent position, Recreational Therapist, with an estimated salary and benefits of \$103,618, will provide direct care, both in-person and virtual, services (e.g., conduct assessments, prepare behavioural care plans, deliver therapies to prevent and/or alleviate responsive behaviours) to the BSO target population within Macassa Lodge.

Alternatives for Consideration – Not Applicable

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial: The cost in 2023 consists of an estimated salary and benefits of \$103,618 for a Recreational Therapist, pending any collective agreement increases. The new base annual funding of \$112,073 for fiscal year 2023/2024, adequately supports the salary and benefits. The funding can not be used to support other operating administrative costs as stipulated by Ontario Health. The remaining funding will be used for any benefits as required including overtime, sick pay, and shift premium. There will be approximately \$1,700 of cost allocations associated with this new position in the 2023 levy which is to be absorbed by in year savings.

Staffing: An additional 1.0 full time permanent Recreational Therapist to be hired to support the BSO initiative.

Legal: Legal Services staff may be required to assist with current and/or future funding letters.

HISTORICAL BACKGROUND

BSO's Initiative's target population includes older adults presenting with or at risk for responsive behaviours that may be associated with dementia, complex mental health, substance use and/or other neurological conditions. BSO focuses on enhancing health care services for older adults at risk for or presenting with responsive behaviours in LTC and across the community. Many responsive behaviours are a result of changes in the brain resulting in cognitive impairment. A number of conditions can cause cognitive impairment such as dementia, substance use/addictions disorders, complex mental health issues with other chronic conditions, and/or individuals with Parkinson's disease/other neurological disorders. Many resident's whose home is in Long-Term Care live with these types of conditions that may or may not lead to cognitive impairment and responsive behaviours.

Macassa Lodge was contacted by OH West and BSO Strategic Team HNHB to explore capacity to accept an embedded resource. OH West proposed to dedicate a portion of BSO base funding to support the hiring of an embedded resource at Macassa Lodge due to high number of residents with responsive behaviours. Funding is stipulated for

BSO staff salary and benefits only. The staffing type required is to be in the category of Recreational Therapy with Macassa Lodge being responsible for hiring the staff member.

POLICY IMPLICATIONS AND LEGISLATED REQUIREMENTS

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

The *Fixing Long-Term Care Act* and Ontario Regulations 246/22 requires every Long-Term Care to ensure that they have written approaches and strategies for care to meet the needs of residents with responsive behaviours. This additional funded resource would be able to support the legislated requirements.

RELEVANT CONSULTATION

Human Resources and Labour Relations and Finance have been consulted and support the recommendation.

ANALYSIS AND RATIONALE FOR RECOMMENDATION

The BSO Initiative was implemented within the BSO Framework to transform health care system design for older Ontarians with, or at risk of, responsive behaviours/personal expressions associated with dementia, complex mental health, substance use and/or other neurological conditions. The initiative facilitates seamless, interdisciplinary, intersectoral care for individuals as well as their professional and family care partners. With this defined initiative, the goal is for this new position to work with behaviourally complex population at Macassa Lodge. This position will have the following core competencies to address this population:

1. PERSON AND FAMILY-CENTRED CARE

Delivers person and family-centred care, supported by evidence-informed clinical best practices, which recognize both the uniqueness of each person (i.e., personhood) and an awareness of one's own contribution to that relationship, including personal attitudes, values and actions.

2. KNOWLEDGE

Within respective scope of practice, demonstrates knowledge of dementia, complex mental health, substance use disorders and neurological conditions and their impact on the person, their family members and other care partners (e.g., health care professionals, front-line staff).

3. ASSESSMENT, CARE APPROACHES & CAPACITY BUILDING

Within respective scope of practice, conducts and/or contributes to a thorough assessment and recommends, implements and evaluates therapeutic interventions and approaches with respect to the expressed behaviours.

ALTERNATIVES FOR CONSIDERATION

None

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