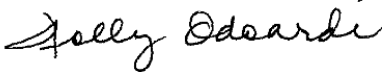




**CITY OF HAMILTON**  
**HEALTHY AND SAFE COMMUNITIES DEPARTMENT**  
**Long Term Care**

<b>TO:</b>	Chair and Members Emergency and Community Services Committee
<b>COMMITTEE DATE:</b>	September 7, 2023
<b>SUBJECT/REPORT NO:</b>	2023 Ministry of Long-Term Care Funding Enhancement (HSC23057) (Wards 7 and 13)
<b>WARD(S) AFFECTED:</b>	Wards 7 and 13
<b>PREPARED BY:</b>	Jessica Finan (905) 546-2424 Ext. 5479 Holly Odoardi (905) 546-2424 Ext. 1906
<b>SUBMITTED BY:</b>	Holly Odoardi Senior Administrator, Long Term Care Division Healthy and Safe Communities Department
<b>SIGNATURE:</b>	

## RECOMMENDATION

That an annual 100% Provincial Funding enhancement 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, be used for additional 36.67 full-time equivalents effective April 1, 2023 with an estimated gross cost of \$3,165,360 and net cost of \$0 annually be approved and included in the 2023 Long-Term Care complement.

## EXECUTIVE SUMMARY

As part of the continued Ministry of Long-Term Care's "A better place to live, a better place to work: Ontario's long-term care staffing plan", an increased 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. This is to support the continuation of staffing initiatives and the provincial system-level average direct hours of care targets for fiscal 2023-2024 established in the Fixing Long-Term Care Act, 2021 (the "Act").

The City of Hamilton will receive an additional \$3,165,360 for an additional 36.67 full-time equivalents to provide enhanced care and services seven days a week to the

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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.

residents at both Macassa Lodge and Wentworth Lodge. The additional staff will include nursing and personal support worker staff across both Lodges. This new enhanced provincial funding that will cover the full cost of the increase is confirmed until March 31, 2025 and is assumed to continue thereafter as base funding. Funding received effective November 1, 2021 is an annual allocation of \$3,676,139 that funded 39.65 full-time equivalents including nursing and allied health professionals, as approved in 2021 Ministry of Long-Term Care Funding Enhancement (HSC21052). This base funding effective November 1, 2021 is continuing in addition to the incremental increase of \$3,165,360 effective April 1, 2023.

### **Alternatives for Consideration –Not Applicable**

### **FINANCIAL – STAFFING – LEGAL IMPLICATIONS**

**Financial:** The City of Hamilton received an incremental increase of \$3,165,360 in funding from the Ministry of Long-Term Care to hire additional 36.67 full-time equivalents. The provincial funding from the Ministry of Long-Term Care will cover the full cost of this increase in staffing from April 1, 2023 to March 31, 2024 with no levy impact.

A future report will be submitted to Council for the use of Allied Health funding in the amount of \$178,590 for Allied Health professionals.

**Staffing:** An additional 36.67 full-time equivalent consisting of nursing and personal support workers will be hired to increase direct hours of care provided to residents of Macassa and Wentworth Lodges.

A future report will be submitted to Council to request the use of remaining funding for allied health professional staff.

**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.

Effective November 1, 2021, the enhanced funding covered the full cost of the increase in staffing of 39.65 full-time equivalents from November 1, 2021 to March 31, 2022 with no levy impact. This funding continued for the next fiscal year April 1, 2022 to March 31, 2023 as base funding to support 39.65 full-time equivalents as approved in HSC21052 2021 Ministry of Long-Term Care Funding Enhancement report.

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 long-term care 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 incremental enhanced staff funding is to support long term care 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 long term care ever since the target was identified in the government-commissioned Sharkey Report on long-term care in 2008.

The Ministry of Long-Term Care 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 full-time equivalent positions 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.

#### **APPENDICES AND SCHEDULES ATTACHED**

None.