




CITY OF HAMILTON
HEALTHY AND SAFE COMMUNITIES DEPARTMENT
Long-Term Care Division

TO:	Chair and Members Emergency and Community Services Committee
COMMITTEE DATE:	December 5, 2024
SUBJECT/REPORT NO:	2024 Ministry of Long-Term Care Funding Enhancement (HSC24052) (Wards 7 and 13)
WARD(S) AFFECTED:	Wards 7 and 13
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SUBMITTED BY:	Angela Burden General Manager Healthy and Safe Communities Department
SIGNATURES:	

RECOMMENDATION

- a) That Council approve receiving \$3,142,905 in Provincial Funding provided by the Ministry of Long-Term Care for fiscal year 2024-2025 in their goal to meet the objectives of the *"Fixing Long-Term Care Act, 2021 (the "Act")"*, necessary to provide care and services seven days a week to our residents in Long-Term Care Homes of Macassa Lodge and Wentworth Lodge; and,
- b) That these funds be used, as allowed in the Ministry of Long-Term Care funding policy, to increase the Long-Term Care division direct care complement by an adding an additional 36.00 full-time equivalents effective April 1, 2024 to be included in the 2024 restated budget at an estimated gross cost of \$3,142,905 having a zero net levy impact.

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

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.

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provincial system-level average direct hours of care targets for fiscal 2024-2025 established in the *Fixing Long-Term Care Act, 2021 (the “Act”)*. The Long-Term Care Staffing Increase funding policy is restricted for the purpose of retaining and/or recruiting of RNs, RPNs, and PSWs to accomplish the increase in direct resident care time outlined in the staffing plan. The funding cannot be used for positions who do not provide direct resident care or for other operating and administrative costs including education or training.

This report is requesting council approval, to utilize the additional \$3,142,905 received from the Ministry to support the increase in complement by an additional 36.00 full-time equivalents to provide enhanced care and services seven days a week to the residents at both Macassa Lodge and Wentworth Lodge. The additional complement will include nursing staff across both Lodges to deliver the requirements of the Act. This additional provincial funding will cover the full cost of the increased full-time equivalents and will continue in future years as base funding. If approved, it will be included in the 2024 restated Tax Operating Budget.

The first funding announcement was received November 1, 2021, and continues to be an annual allocation of \$3,093,360 which funds 34.05 full-time equivalent nursing staff, and annual allocation of \$582,779 for allied health funding which funds 5.60 full time equivalent allied health professionals, as approved by council HSC21052. This base funding, effective November 1, 2021, continues and has been enhanced by an additional \$3,165,360 received on April 1, 2023 that funds an additional 36.67 full-time equivalent nursing staffing as approved by council in HSC23057. As approved in council report HSC23057(a), 2.00 full time equivalent allied health professionals were added to the complement and were fully funded through Ministry allied health funding in the amount of \$178,590. The total base funding of \$6,258,720 received to date in addition to the increase of \$3,142,905 effective April 1, 2024 to support the request to increase Long Term Care’s complement with an additional 36.00 full-time equivalents will result in total base funding of \$9,401,625 under enhanced staffing for direct care. See Table 1 in Financial section of report for funding and full-time equivalent breakdown.

In addition to the \$3,142,905 received in 2024, \$71,208 has also been provided by the Ministry for Allied Health Professionals. Currently, these funds are being utilized to support Allied Health services such as contracted occupational therapy services and increased hours for Recreation services. A report will be submitted to Council in the first quarter of 2025 requesting approval for additional complement for the use of Allied Health funding.

Alternatives for Consideration – Not Applicable

FINANCIAL – STAFFING – LEGAL IMPLICATIONS

Financial:

The City of Hamilton received an incremental increase of \$3,142,905 of additional funding from the Ministry of Long-Term Care to hire an additional 36.00 full-time equivalents. The provincial funding from the Ministry of Long-Term Care will cover the full cost of this increase in staffing with no levy impact.

With Council approval, the 2024 Base Tax Operating Budget will reflect \$9,401,625 (which includes past and current funding announcements) in total funding received from the Ministry of Long-Term care for Enhanced staffing direct care under the *Fixing Long-Term Care Act, 2021*. Importantly, this funding increases direct care positions however does not provide the division the opportunity to increase supervisory or management staff, or support roles, such as finance, IT, or human resources.

A future report will be submitted to Council for the use of Allied Health funding for the 2024-2025 year, which is separate from the Enhanced staffing funding, in the amount of \$71,208 for Allied Health professionals. Upon approval, the Allied Health total base funding received from the Ministry of Long-Term Care is \$832,577 (which includes past and current funding announcements).

The following table summarizes the total funding by approved council report and current council report associated with the additional complement full time equivalents.

Council Report	Fiscal Year April - March	Enhanced Staffing Funding	Allied Health Funding		Enhanced Staffing Funding	Allied Health Funding	
		\$	\$	Total Base Funding (\$)	FTE	FTE	Total FTE
HSC21052	2022/2023 (retro to Nov 1, 2021)	\$3,093,360	\$582,779	\$3,676,139	34.05	5.60	39.65
HSC23057/HSC23057(a)	2023/2024	3,165,360	178,590	\$3,343,950	36.67	2.00	38.67
HSC24052	2024/2025	3,142,905	71,208	\$3,214,113	36.00	Future report	36.00
		\$9,401,625	\$832,577	\$10,234,202	106.72	7.60	114.32

Staffing:

An additional 36.00 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 in order to comply with the requirements of the *Fixing Long-Term Care Act, 2021*.

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 is an annual allocation of \$3,676,139 that funds 39.65 full-time equivalents including nursing and allied health professionals, as approved by council in HSC21052. This base funding effective November 1, 2021, continued in addition to the incremental increase of \$3,165,360 received effective April 1, 2023 that funded an additional 36.67 full-time equivalents for nursing staffing approved in HSC23057, with no levy impact. As approved in council report HSC23057(a), 2.00 full time equivalent allied health professionals were added to the complement and were fully funded through Ministry allied health funding in the amount of \$178,590

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 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