



## **HEALTH COMMITTEE**

**Wednesday, September 15, 2021**

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An electronic meeting of the Health Committee was held on Wednesday, September 15, 2021, at 9:30 a.m.

Present were:	Chair Michael Donohue Warden Debbie Robinson Vice-Chair Kim Love Councillor David Bennett Councillor Glenn Doncaster Councillor Peter Emon Councillor Debbi Grills
City of Pembroke Reps:	Mayor Michael LeMay Councillor Patricia Lafreniere
Regrets:	Councillor Jennifer Murphy
Staff Present:	Paul Moreau, Chief Administrative Officer/Clerk Michael Nolan, Director of Emergency Services Mike Blackmore, Director of Long-Term Care Craig Kelley, Director of Development and Property Laura LePine, Director of Community Services Mathieu Grenier, Deputy Chief, Emergency Services Kimberley Saunders, Administrator, Bonnechere Manor Roselyn Gruntz, Deputy Clerk Wendy Hill, Administrative Assistant

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Chair Donohue called the meeting to order at 9:30 a.m.

The Chair recited the land acknowledgement, identifying that the meeting was being held on the traditional territory of the Algonquin People.

The roll was called, and no pecuniary interests were disclosed.

**RESOLUTION NO. H-C-21-09-81**

Moved by Councillor Love

Seconded by Councillor Lafreniere

THAT the minutes of the August 11, 2021 meeting be adopted. CARRIED.

**Emergency Services Report**

Chief Michael Nolan overviewed the Emergency Services Department Report which is attached as Appendix A.

Committee congratulated the County of Renfrew on receiving the Peter J. Marshall Innovation Award for the development of the Virtual Triage and Assessment Centre.

**RESOLUTION NO. H-C-21-09-82**

Moved by Councillor Lafreniere

Seconded by Councillor Grills

THAT the Health Committee recommends to the Finance and Administration Committee that staff be directed to develop options for the development of a mandatory vaccine policy for County staff; AND FURTHER THAT this policy be brought back to the October meeting of the Finance and Administration Committee for review and approval. CARRIED.

**RESOLUTION NO. H-C-21-09-83**

Moved by Councillor Love

Seconded by Councillor Bennett

THAT the Emergency Services Department Report attached as Appendix A be approved. CARRIED.

**Long-Term Care Report**

Mr. Mike Blackmore overviewed the Long-Term Care Report which is attached as Appendix B.

**RESOLUTION NO. H-C-21-09-84**

Moved by Councillor Emon

Seconded by Councillor Love

THAT the Health Committee recommend that County Council approve the termination of the lease agreement with St. Paul's Anglican Church for the rental of

the Parish Hall at 27 Crawford Street for the Senior/Adult Day Program site in Cobden, Ontario effective November 15, 2021, exercising the language within the lease agreement, item 2(a) providing the sixty (60) days written notice; AND FURTHER THAT staff be directed to continue to investigate opportunities to deliver Senior/Adult Day Programs in rural Renfrew County. CARRIED.

Committee emphasized the need to continue to investigate opportunities to deliver Senior/Adult Day Programs in rural Renfrew County.

**RESOLUTION NO. H-C-21-09-85**

Moved by Councillor Love

Seconded by Councillor Bennett

THAT the Health Committee recommend County Council adopt a by-law to amend Employment By-Law # 2, being a By-law concerning the new Collective Agreement with the Canadian Union of Public Employees (CUPE) Local 1508, Bonnechere Manor for a three-year term effective January 1, 2020 to December 31, 2022; AND FURTHER THAT By-law 14-18 be rescinded. CARRIED.

**RESOLUTION NO. H-C-21-09-86**

Moved by Councillor Lafreniere

Seconded by Councillor Doncaster

THAT the Health Committee recommend County Council adopt a by-law to amend Employment By-Law # 5, being a By-law concerning the new Collective Agreement with the Canadian Union of Public Employees (CUPE) Local 3586, Miramichi Lodge for a three-year term effective January 1, 2020 to December 31, 2022; AND FURTHER THAT By-law 94-18 be rescinded. CARRIED.

**RESOLUTION NO. H-C-21-09-87**

Moved by Councillor Emon

Seconded by Councillor Grills

THAT the Long-Term Care Department Report attached as Appendix B be approved. CARRIED.

**RESOLUTION NO. H-C-21-09-88**

Moved by Councillor Doncaster

Seconded by Councillor Love

THAT this meeting adjourn and that the next regular meeting be held on October 13, 2021. Time: 10:38 a.m. CARRIED.

**COUNTY OF RENFREW**  
**EMERGENCY SERVICES REPORT**

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**TO:** Health Committee

**FROM:** Michael Nolan, Director of Emergency Services/Chief, Paramedic Service

**DATE:** September 15, 2021

**SUBJECT:** Department Report

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**INFORMATION**

**1. The County of Renfrew awarded the Peter J. Marshall Innovation Award [Strategic Plan Goal #3]**

Attached as Appendix ES-I is a letter from John Yakabuski, MPP, Renfrew-Nipissing-Pembroke, congratulating the County of Renfrew for receiving the Peter J. Marshall Innovation Award for the development of the Virtual Triage and Assessment Centre at the 2021 AMO Conference.

**2. COVID-19 Testing Update [Strategic Plan Goal # 3]**

Demand for COVID-19 testing services has remained constant throughout the summer. Eight clinics per week at six different locations are held throughout the County. In-home testing is also being accommodated. The current model can be adapted for a 40 percent increase in demand for service and with further modification, could accommodate five times the current demand for testing. The Service continues to monitor numbers and adjust as required to meet the needs of the community.

**3. Vaccine Update [Strategic Plan Goal # 3]**

The County of Renfrew Vaccine Team has continued to successfully collaborate with the Renfrew County & District Health Unit (RCDHU) to provide vaccination and pop-up clinics throughout the County of Renfrew. There has been a significant increase in the number of people attending

clinics with recent announcements of vaccine requirements for the start of the school year. There is also an increase in the number of people attending clinics for their first vaccine dose. We are further partnering for third vaccine doses in nursing and retirement homes and our vulnerable population. We are working with area schools to increase eligible student vaccinations.

4. **Operative IQ/Logistics Update [Strategic Plan Goal #4]**

The Service identified the need for enhanced Logistical and Administrative support for its growing operational needs in response to the declared emergency by both the County of Renfrew and the Province of Ontario. To optimize the ability of the Paramedic Service to meet the requirements of a pandemic response, Committee and Council approved the purchase of Operative IQ, an operational and logistics software program.

Over the course of 2021, Logistics staff commenced training and began implementation of the program by developing an inventory of assets and supplier lists that were previously entered in several software programs or were originally catalogued on paper. As well, warehouses were reorganized, inventoried, and catalogued, all while maintaining Logistical support for daily operations of a Paramedic Service during a pandemic response. The Service is already seeing improvement with the ability to manage inventory and ensure timely distribution of equipment as required throughout the county.

5. **RCVTAC Transition [Strategic Plan Goal #3]**

The Renfrew County Virtual Triage and Assessment Centre (RCVTAC) transitioned smoothly over to the County of Renfrew on August 29, 2021. The Paramedic Service, with support of Committee and Council, have assumed responsibility for management and operations of the program. Ms. Lindsay McLeese, Coordinator for RCVTAC, has been hired in a contract capacity to oversee the RCVTAC program, for the term of the current funding model that remains in effect until March 2022. We are pleased to continue this valuable service for our community.

## RESOLUTIONS

### 6. Directive 6 – Mandatory Vaccinations – Ambulance Services [Strategic Plan Goal #1]

**Recommendation:** THAT the Health Committee recommends to the Finance and Administration Committee that staff be directed to develop options for the development of a mandatory vaccine policy for County staff; AND FURTHER THAT that this policy be brought back to the October meeting of the Finance and Administration Committee for review and approval.

#### **Background**

The Ministry of Health, *Directive 6 - for Public Hospitals within the meaning of the Public Hospitals Act, Service Providers in accordance with the Home Care and Community Services Act, 1994, Local Health Integration Networks within the meaning of the Local Health System Integration Act, 2006, and Ambulance Services within the meaning of the Ambulance Act, R.S.O. 1990, c. A.19*, mandated the development of a vaccine policy to ensure compliance for every Paramedic Service in Ontario. The County of Renfrew Paramedic Service policy was developed in conjunction with the Human Resources Department and Occupational Health and Safety.

As of September 22, 2021, Ontarians will need to be fully vaccinated (two doses plus 14 days) and provide their proof of vaccination along with photo identification to access certain public settings and facilities. This approach focuses on higher-risk indoor public settings where face coverings cannot always be worn such as fitness centres and sporting events.

It is important to note that all County of Renfrew and Ottawa Hospitals will require staff, visitors etc., to be fully vaccinated to enter their facility. October 15 to 30, is the expected timeline for this requirement to be enforced.

Committee and Council should be aware that 93 percent of Paramedics have been vaccinated.

**COUNTY OF RENFREW  
LONG-TERM CARE REPORT**

**TO:** Health Committee

**FROM:** Mike Blackmore, Director of Long-Term Care

**DATE:** September 15, 2021

**SUBJECT:** Department Report

**INFORMATION**

**1. Bonnechere Manor Resident Statistics**

Statistics	June 30, 2021	July 31, 2021	August 31, 2021
Population at end of Month	176	172	173
# of Female Residents	104	100	102
# of Male Residents	72	72	71
Vacant Beds at End of Month	4	8	7
YTD Occupancy Rate: LTC Respite	98.11% **	97.73% **	97.59% **
Resident Deaths	3	6	9
Resident Discharges	0	0	0
Resident Admissions	4	2	10

**2. Miramichi Lodge Resident Statistics**

Statistics	June 30, 2021	July 31, 2021	August 31, 2021
Population at end of Month	162	162	159
# of Female Residents	111	110	108
# of Male Residents	51	52	59
Vacant Beds at End of Month	4	4	3
YTD Occupancy Rate: LTC Respite	94.61% **	96.14% **	95.55% **
Resident Deaths	3	1	5

Statistics	June 30, 2021	July 31, 2021	August 31, 2021
Resident Discharges	0	2	0
Resident Admissions	6	3	2

Due to the COVID-19 Pandemic, the following is applicable:

\*Suspension of occupancy target has been extended until January 31, 2022

\*\*The Respite Program has been temporarily placed on hold, converting the respite beds into long-term care beds.

### 3. COVID-19 Pandemic Update – Long-Term Care

- Fall 2021 Preparedness Planning and Updates to the Long-Term Care Guidance Document

The Ministry of Long-Term Care has provided updates to the Long-Term Care Guidance Document to assist Long-Term Care Homes (LTCHs) preparedness plans in anticipation of what the fall may bring, such as a rise in COVID-19 cases and community transmission rates, potentially at the same time as the annual flu season. The management teams of both Homes met to review current directives and guidance documents. Further to this preparation, table top exercises were completed to refine relevant Infection Prevention and Control (IPAC) policy and practices. Ministry inspectors will follow up with Homes further to COVID -19 IPAC preparedness planning during their regular visits.

- Vaccination Status

Based on the recommendation of the Chief Medical Officer of Health and health experts, the Ministries of Long-Term Care, Health and Seniors and Accessibility have begun offering third doses of COVID-19 vaccine for residents in higher-risk congregate settings. Bonnechere Manor completed 132 residents on August 26 and 27, 2021 and Miramichi Lodge has a vaccination clinic scheduled for September 15, 2021 for those residents that are a minimum five months post second COVID-19 vaccination.

	Bonnechere Manor	Miramichi Lodge
Residents 1 <sup>st</sup> and 2 <sup>nd</sup> doses	95 %	99%
Residents 3 <sup>rd</sup> doses	75 %	First Clinic Sept 15
Staff	91 %	91%
Essential Caregivers	94 %	87%



- Staff Mandatory Vaccination Policies

Under authority of the Chief Medical Officer of Health, Directive # 6 came into force September 7, 2021, directing all hospitals, service providers as defined by the Home and Community Care Act and ambulance services as defined by the Ambulance Act must establish, implement and ensure compliance with a COVID-19 vaccination policy requiring its employees, staff, contractors, volunteers and students to provide:

- a) proof of full vaccination against COVID-19; or
- b) written proof of a medical reason, provided by a physician or registered nurse in the extended class that sets out:
  - (i) a documented medical reason for not being fully vaccinated against COVID-19, and
  - (ii) the effective time-period for the medical reason; or
- c) proof of completing an educational session approved by the Covered Organization about the benefits of COVID-19 vaccination prior to declining vaccination for any reason other than a medical reason.

This practice has been in place at both Homes prior to the issuance of Minister's Directive: Long-term Care Home COVID-19 Immunization Policy. Recent revisions include the requirement to increase unvaccinated staff rapid testing to three times weekly. As an added precaution since June 2021, both County Homes have required full COVID-19 vaccination for all new hires and student placements.

A growing number of organizations ranging from private corporations to municipalities are adapting the requirement for staff to be fully vaccinated. Barring medical exemption, consequences for failing to comply range from accommodation, unpaid leave of absence or termination of employment. Renfrew County is actively collaborating with municipal partners and partner agencies in weighing legal and staffing resource implications in consideration of adapting a mandatory vaccination policy. See recommendation on page 22 of this report directing staff to develop a mandatory vaccine policy.

- Continued Suspension of Long-Term Care Occupancy Targets

The Ministry of Long-Term Care (LTC) announced that it is extending the suspension of occupancy targets under the COVID-19 Emergency Measures Funding Policy (COVID-19 Funding Policy) from the previous date of August

31, 2021 until January 31, 2022 when Homes will be required to meet the occupancy target of 97% for long-stay beds. This calculation excludes beds that are set aside for isolation purposes.

- **Prevention and Containment Funding (Strategic Plan Goal # 1)**  
The Ministry of Long-Term Care continues to provide additional COVID-19 prevention and containment funding. For Bonnechere Manor allocations are \$354,000 for July to September; \$165,000 for October to December and \$111,000 for January to March, 2022. For Miramichi Lodge allocations are \$328,000 for July to September; \$154,500 for October to December and \$104,700 for January to March, 2022.

The Homes will continue to submit the requested quarterly interim financial reports to the Ministry with the understanding that funding provided during the 2021-22 fiscal year (April 2021 to March 2022) that is not spent by March 31, 2022 will be recovered based on in-year reporting on Prevention and Containment expenditures and at the time of the 2022 annual reconciliation.

**4. Personal Support Worker Wage Enhancement Extended [Strategic Plan Goal # 1]**

The Ontario government announced it is continuing to extend the temporary wage increase of \$3.00 per hour for personal support workers (PSWs) until October 31, 2021.

**5. Ministry of Long-term Care – Level of Care per diem Funding Increase [Strategic Plan Goal # 2]**

**As per the Ministry of Long-Term Care announcement dated August 27, 2021, there will be a 1.5% increase in the level-of-care base funding in the 2021-22 funding year.**

Envelope	Level of Care Per Diem	Supplementary Per Diem	Total
Nursing and Personal Care (NPC)	\$100.26	\$2.08	\$102.34
Program and Support Services (PSS)	\$12.06	--	\$12.06

Envelope	Level of Care Per Diem	Supplementary Per Diem	Total
Raw Food (RF)	\$9.54	--	\$9.54
Other Accommodations (OA)	\$56.16	\$0.36	\$56.52
Total	\$178.02	\$2.44	\$180.46

Long-Term Care Homes with 65 or more licensed beds receive the following annual direct care staffing supplement in accordance with the Long-Term Care Homes Level-of-Care Per Diem, Occupancy and Acuity Adjustment Funding Policy.

Top-Up Funding	Total
Annual Staffing Supplement – NPC Direct Care	\$106,000

#### 6. **June Treasurer's Reports [Strategic Plan Goal # 2]**

The June Treasurer's Reports for each of Bonnechere Manor and Miramichi Lodge are attached as Appendix LTC-I.

### **RESOLUTIONS**

#### 7. **Senior/Adult Day Program Satellite Site in Cobden [Strategic Plan #3]**

**Recommendation:** THAT the Health Committee recommend that County Council approve the termination of the lease agreement with the St. Paul's Anglican Church for the rental of the Parish Hall at 27 Crawford Street for the Senior/Adult Day Program site in Cobden, Ontario effective November 15, 2021, exercising the language within the lease agreement, item 2(a) providing the sixty (60) days written notice; AND FURTHER THAT staff be directed to continue to investigate opportunities to deliver Senior/Adult Day Programs in rural Renfrew County.

#### **Background**

The Bonnechere Manor satellite site at the St. Paul's Anglican Church Parish Hall, 27 Crawford Street in Cobden has not been operational since early 2020 due to the COVID-19 Pandemic. In consideration of pre-COVID sustained low client enrollment, staff seek Health Committee's support to terminate the lease agreement with the St. Paul's Anglican Church. Existing Cobden location clients will continue to be supported to attend the Senior/Adult Day Program at the Bonnechere Manor location in Renfrew.

Program efficiencies are intended to demonstrate fiscal sustainability in support of securing ongoing Ministry funding.

## **BY-LAWS**

### **8. Bonnechere Manor CUPE Local 1508 and Miramichi Lodge CUPE Local 3586 Collective Agreements (Strategic Plan #2)**

**Recommendation:** THAT the Health Committee recommend County Council adopt Employment By-law #2, a By-law to amend By-law 14-18 the collective agreement with the Canadian Union of Public Employees (CUPE) Local 1508 Bonnechere Manor for a Collective Agreement effective for a three year contract for the period January 1, 2020 to and including December 31, 2022.

**Recommendation:** THAT the Health Committee recommend County Council adopt Employment By-law #5, a By-law to amend By-law 94-18 the collective agreement with the Canadian Union of Public Employees (CUPE) Local 3586, Miramichi Lodge for a Collective Agreement effective for a three year contract for the period January 1, 2020 to and including December 31, 2022.

### **Background**

The Bonnechere Manor Canadian Union of Public Employees (CUPE) Local 1508 and Miramichi Lodge CUPE Local 3586 Collective Agreements expired December 31, 2019. Negotiations were held separately for each Home on multiple days for the language component of the agreements and then jointly for the financial negotiations. The Employer Negotiation Committee was lead by Mr. Charles Hofley from Hicks Morley Law Firm, Mr. Greg Belmont, Manager of Human Resources, Mrs. Shelley Sheedy, previous Director of Long-Term Care, Mr. Mike Blackmore, Director of Long-Term Care, from Bonnechere Manor Mrs. Kim Saunders, Administrator, Mrs. Sandra Blok, Administration Supervisor, Mrs. Trisha Michaelis, Director of Care, and Mr. Dave Norton, Environmental Services Supervisor, for Miramichi Lodge Ms. Jill Eady, Administration Supervisor, and Ms. Jennifer White, Director of Care. The tentative settlement was ratified by County Council and CUPE on August 25 and August 29, 2021 respectively. Attached as Appendix LTC-II are the Memorandum of Settlements. By-laws and the three-year (January 1, 2020 to December 31, 2022) Collective Agreements will be brought forward to the September Finance and Administration Committee meeting as information.