



HEALTH COMMITTEE

Tuesday, November 9, 2021

An electronic meeting of the Health Committee was held on Tuesday, November 9, 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
- Councillor Jennifer Murphy

City of Pembroke Reps:

- Mayor Michael LeMay

Regrets:

- Councillor Patricia Lafreniere

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
- Jeffrey Foss, Director of Corporate Services
- Mathieu Grenier, Deputy Chief, Emergency Services
- Rosalyn Gruntz, Deputy Clerk
- Wendy Hill, Administrative Assistant

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

Chair Donohue 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-21-11-100

Moved by Councillor Love

Seconded by Councillor Grills

THAT the minutes of the October 13, 2021 meeting be adopted. CARRIED.

RESOLUTION NO. H-C-21-11-101

Moved by Councillor Murphy

Seconded by Councillor Bennett

THAT the minutes of the October 27, 2021 meeting be adopted. CARRIED.

Emergency Services Report

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

RESOLUTION NO. H-C-21-11-102

Moved by Councillor Love

Seconded by Councillor Murphy

THAT the Health Committee recommend that the Warden send a letter of congratulation to Dr. Richard Johnson who was nominated for the 2021 Ontario College of Family Physicians Early Years Award. CARRIED.

RESOLUTION NO. H-C-21-11-103

Moved by Warden Robinson

Seconded by Councillor Emon

THAT the Health Committee recommend that a By-law be passed at the next session of County Council to authorize the Warden and CAO to sign the 2020 Intermunicipal Billing Agreement between the County of Renfrew and County of Lanark for provision and cost recovery of paramedic response through the Ministry of Health "seamless service delivery" legislation. CARRIED.

RESOLUTION NO. H-C-21-11-104

Moved by Councillor Murphy

Seconded by Councillor Love

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-21-11-105

Moved by Councillor Emon

Seconded by Councillor Love

THAT the Health Committee recommend that County Council direct the Warden to correspond with the Premier and the Honourable Christine Elliott, Minister of Health urging a reconsideration of the Province's decision not to mandate a vaccine policy. CARRIED

RESOLUTION NO. H-C-21-11-106

Moved by Councillor Murphy

Seconded by Councillor Grills

That staff be directed to explore the viability of the construction of new long-term care beds at Bonnechere Manor and Miramichi Lodge properties. CARRIED.

RESOLUTION NO. H-C-21-11-107

Moved by Councillor Love

Seconded by Warden Robinson

THAT the signing authority for Bonnechere Manor trust accounts be updated to remove Kim Prentice and add Brittany Findlay effective December 4, 2021; AND FURTHER THAT two (2) of the following four (4) names have signing authority: Jeffrey Foss, Kimberley Saunders, Sandra Blok and Brittany Findlay. CARRIED.

RESOLUTION NO. H-C-21-11-108

Moved by Councillor Emon

Seconded by Councillor Doncaster

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

Committee recessed at 11:30 a.m. and reconvened at 11:40 a.m. with all persons present.

Administration Report

Mr. Paul Moreau overviewed the Administration Report which is attached as Appendix C.

Mr. Moreau noted that the Renfrew County and District Health Unit Board of Health September 28, 2021 Minutes were revised and the updated minutes were distributed to Health Committee.

RESOLUTION NO. H-C-21-11-109

Moved by Councillor Love

Seconded by Councillor Emon

THAT the Administration Report attached as Appendix C be approved. CARRIED.

RESOLUTION NO. H-C-21-11-110

Moved by Councillor Emon

Seconded by Councillor Murphy

THAT this meeting adjourn and that the next regular meeting be held at the call of the Chair. Time: 11:45 a.m. CARRIED.

**COUNTY OF RENFREW
EMERGENCY SERVICES REPORT**

TO: Health Committee
FROM: Michael Nolan, Director of Emergency Services/Chief, Paramedic Service
DATE: November 9, 2021
SUBJECT: Department Report

INFORMATION

1. Community Paramedics for Long-Term Care [Strategic Plan Goal #3]

In October 2020, The Ministry of Long-Term Care announced that the County of Renfrew was one of 34 municipalities and District Social Services Administration Boards (DSSABs) to partner with Local Health Integration Networks (LHINs) and Ontario Health Teams, to develop strategies for patients on Long-Term Care waitlists using the skills of established Community Paramedic Programs.

The success of this initial project and the positive impact it had on the participating communities was a determining factor for the Eastern Ontario Wardens' Caucus (EOWC), as municipal leaders, to pass the following resolution requesting consideration for the expansion of this program throughout the province.

Resolution: Community Paramedic – Long-Term Care Funding

Moved By: Warden J. Murray Jones

Seconded By: Warden Ric Bresee

“Whereas the Ministry of Long-Term Care has provided Community Paramedic Programs with funding to support Ontarians eligible for placement in Long-Term Care to remain in their own homes,

Whereas this Provincial funding was provided to select municipalities, thus, not all Municipal Paramedic Services and First Nations Paramedic Services received funding; and

Whereas the need to meet the Governments priority of supporting all Ontarians eligible for long-term care while safely remaining at home exists in all Communities including those that were previously ineligible for the Community Paramedic – Long-Term Care funding; and

Whereas expanding the Community Paramedic – Long-Term Care Program funding so that it is available to all municipalities, advances both the Government of Ontario and the Eastern Ontario Wardens’ Caucus (EOWC) priority for improved access to Long- Term Care for seniors by supporting them to age safely at home; and

Further Be It Resolved That the Chair of the EOWC send a letter to the Honourable Rod Phillips (Minister of Long-Term Care) outlining support for the expansion of the Community Paramedic- Long-Term Care Program to include all communities across eastern Ontario; and

Further Be It Resolved That the Chair send a letter and copy of this resolution to the Eastern Ontario Paramedic Chiefs, the Western Ontario Wardens’ Caucus (WOWC), and the Association of Municipalities of Ontario (AMO) and Eastern Ontario MPPs and the Premier of Ontario.

Carried Unanimously

Signed by Debbie Robinson, Chair
October 15, 2021

A letter to the Honourable Rod Phillips, Minister of Long-Term Care from Warden Debbie Robinson, EOWC Chair, thanking Minister Phillips on behalf of the EOWC for the investment of \$82.5 million to expand Community Paramedicine for Long-Term Care throughout the province of Ontario following the receipt of the EOWC resolution. The letter and a News Release, entitled, *Ontario Expands Community Paramedicine for Long-Term Care Program*, are attached as Appendix ES-I.

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

In the first two weeks of October the Service saw an increase in swab demand, in which we used 60% of capacity, averaging approximately 500 swabs per week. In the following week there was a significant decline in demand, reaching just over 50% of our capacity, with an average of 380 swabs per week.

Due to the increase in swab demand in the Barry's Bay area, and additional pressures on St. Francis Memorial Hospital, a second clinic was added. This additional clinic added 50% more capacity in that area. Deep River clinics are being held in conjunction with the Ontario Health Team.

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

Community Paramedics have received influenza vaccine doses for distribution and have already begun offering in home vaccinations to CPRU clients.

The Service is working with the Vaccine Team to offer influenza vaccines to staff and families as well as supporting clinics at some congregate care facilities.

All retirement and nursing homes have received third dose booster shots. The Vaccine Team is preparing to ramp up for third doses to eligible members of the public, and continuing to work with Public Health to plan, organize and run the clinics, as well as continuing to go into homes to provide vaccines for as long as the need exists.

4. **Community Paramedic Program**

- **Palliative Care**

The Community Paramedic Palliative Care Program will be rolling out a pilot project to fulfill, whenever possible, the wishes of patient's enrolled in the program. It is anticipated that the program will be formally rolled out in the new year. Once the program is formalized, everyone within the Service will have the opportunity to volunteer to participate at different capacities.

On Wednesday, October 27, 2021, Palliative Care and Sierra Team Paramedics Kody Koepsel and Tyler Burgess volunteered their time to accompany a patient and her family for a ride with the Service's side-by-side vehicle at the patient's favourite place.

This was a collaboration between our Service, and the Patient's Palliative Care Team. Consents were obtained and the plans for the ride were discussed with the patient, the patient's family, and health care providers. The day started at 09h00 and the ride lasted approximately 5 hours. The patient's father has sent a note, "A big thank you for organizing the ride yesterday, she really enjoyed it."

The team is working to identify what is required to formalize this program and is in the very early planning stages of trying to formalize a program to help grant final wishes to those who are receiving a palliative approach with a life-expectancy of less than 6 months. Further information will be provided to Committee in the new year.

- Eganville Leader reporter Bruce McIntyre participated in home visits with Community Paramedics

On Tuesday, October 26th, Bruce McIntyre, from the Eganville Leader, came to Renfrew base to learn about the Community Paramedicine Program and participated in several home visits with two different Community Paramedics. The patients were contacted ahead of time and were comfortable with Bruce attending the visit. The article will go to print sometime in November.

5. **2021 Ontario College of Family Physicians Early Years Award**

Dr. Richard Johnson was nominated for the **2021 Ontario College of Family Physicians Early Years Award**. This award recognized an early-career family physician (first 10 years) who has demonstrated exemplary dedication to family medicine and primary care in their practice and/or community in recognition of his valuable contributions as a rural clinician, advocate, and leader for the Pembroke Family Medicine Program. The letter is attached as Appendix ES-II.

6. Paramedic Relay

In collaboration with our partners from the Central Ambulance Communication Centre, the Paramedic Service held its First Annual Emergency Services Race at Ma-Te-Way Park on Saturday, October 23rd.

This friendly 5km and 10km walk/run/bike race was held as a way to bring our local first responders (OPP, Fire), dispatchers and Emergency Department staff together to meet outside of work, and to thank them for their hard work throughout the pandemic. A free lunch for all participants was generously donated by two local businesses, Bonnechere Bakery & Bistro and No Frills in Renfrew.

In lieu of a traditional event registration fee, cash donations were collected on the day of the event from around 40 participants. A total of \$567 was collected, which will be donated to one of our community partners, Hospice Renfrew.

Our hope is that we will be able to continue this event on an annual basis and to invite the public to participate to raise further funds for our community not-for-profits partners.

7. Treasurer's Report

The September 2021 Treasurer's Report for Emergency Services, including Paramedic Services and Emergency Management is attached as Appendix ES-III.

BY-LAWS

8. Intermunicipal Billing – Lanark County

Recommendation: THAT the Health Committee recommend that a By-law be passed to authorize the Warden and CAO to sign the 2020 Intermunicipal Billing Agreement between the County of Renfrew and County of Lanark for provision and cost recovery of paramedic response through the Ministry of Health "seamless service delivery" legislation at the next session of County Council.

Background

Because of the provincial “seamless service delivery” legislation the closest available Paramedic Service, regardless of municipal boundaries, must respond to an emergency call. Typically, these responses are in rural areas where paramedic crews from another municipality are located closer or that services became overwhelmed due to increased call demand. The legislation recognizing agreements with respect to the costs associated with the provision of cross border service ended in 2015, but several municipalities have mutually agreed to continue the practice, including the County of Renfrew and the County of Lanark. The agreement is attached as Appendix ES-IV.

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

TO: Health Committee

FROM: Mike Blackmore, Director of Long-Term Care

DATE: November 9, 2021

SUBJECT: Department Report

INFORMATION

1. Bonnechere Manor Resident Statistics

Statistics	Aug 2021	Sept 2021	Oct 2021
Population at end of Month	173	172	173
# of Female Residents	102	100	102
# of Male Residents	71	72	71
Vacant Beds at End of Month (including isolation beds)	7	8	7
YTD Occupancy Rate: LTC Respice	97.59% **	97.68% **	97.34% **
Resident Deaths	9	6	2
Resident Discharges	0	0	0
Resident Admissions	10	5	3

2. Miramichi Lodge Resident Statistics

Statistics	Aug 2021	Sept 2021	Oct 2021
Population at end of Month	159	161	160
# of Female Residents	108	109	109
# of Male Residents	51	52	51
Vacant Beds at End of Month (including isolation beds)	7	4	6
YTD Occupancy Rate: LTC	95.55%*	95.68%*	95.92%*

Statistics	Aug 2021	Sept 2021	Oct 2021
Respite	**	**	**
Resident Deaths	5	7	4
Resident Discharges	0	0	0
Resident Admissions	2	9	3

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

*Suspension of occupancy target is in effect until January 31, 2022

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

3. Home & Community Care Support Services Champlain Client Waitlist Information

Renfrew County Long-Term Care Homes	July 2021	August 2021	September 2021
Bonnechere Manor	268	252	250
Caessant Care Cobden	117	117	115
Deep River & District Hospital – The Four Seasons Lodge	63	64	59
Grove (The) Arnprior & District Nursing Home	194	195	196
Groves Park Lodge	188	181	177
Marianhill Inc.	247	252	245
Miramichi Lodge	378	386	377
North Renfrew Long-Term Care Services Inc.	91	95	92
Valley Manor Inc.	87	90	91
Totals	1633	1632	1602

4. COVID-19 Pandemic Update – Long-Term Care (Strategic Plan Goal #3)

Vaccination Rates

	Bonnechere Manor	Miramichi Lodge
Residents	95%	99%
Staff	96%	94%

	Bonnechere Manor	Miramichi Lodge
Essential Caregivers	94%	96%

Committee will recall that the Ministry of Long Term Care directive requires COVID-19 vaccination for all staff, support workers, students and volunteers in long-term care homes effective November 15, 2021. At present six unvaccinated staff at Bonnechere Manor and fourteen unvaccinated staff at Miramichi Lodge have been issued notice of unpaid leave commencing on the mandated date until either full COVID vaccination has been achieved or the mandate has been lifted.

Community Health Ontario (CHO), which includes AdvantAge Ontario and five other community organizations, Addictions and Mental Health Ontario (AMHO), the Alliance for Healthier Communities, the Canadian Mental Health Association (CMHA Ontario), Children’s Mental Health Ontario (CMHO) and Ontario Community Support Association (OCSA) were invited to share input on provincial vaccine mandates. CHO provided a [joint response](#) on this critical issue offering support for a province-wide vaccine mandate that applies to all health care workers in all settings, with medical exemptions only.

5. New Long-Term Care Act – Fixing Long-Term Care Act, 2021 (Strategic Plan Goal #1)

The Ontario Government has tabled the new legislation intended to repeal the current “Long-Term Care Homes Act, 2007” and create the “Fixing Long-Term Care Act, 2021”. The plan is built on three pillars: staffing and care; accountability, enforcement and transparency; and building modern, safe, comfortable homes for seniors. Key components of the Bill include:

- Establishing the commitment to provide an average of four hours of daily direct care per resident per day by March 31, 2025;
- Strengthening the Residents’ Bill of Rights to align with the Ontario “Human Rights Code” and recognizing the role caregivers play in resident health and well-being;
- Implementing new requirements for annual resident, family and caregiver surveys;

- Establishing new compliance and enforcement tools, including doubling the fines on the conviction of an offence under the proposed legislation; and
- Introducing a Minister’s review of a Director’s decision in the licensing process.

6. Ministry of Long-Term Care New Inspections Program (Strategic Plan Goal #1)

The Ministry of Long-Term Care announced the launch of a more intensive approach to the long-term care inspections program with implementation to commence November 4, 2021 with the inclusion of a proactive inspections program. The proactive program is intended to augment the current risk based inspections by assisting Homes to identify and resolve problems to improve resident quality of care. Additional changes to the current program include hiring 193 new inspectors, doubling the current complement achieving a one to two inspector to Home ratio.

7. Further Extension of Personal Support Worker Wage Enhancement (Strategic Plan Goal #1)

The Ontario government announced that it is continuing to extend the temporary wage increase of \$3.00 per hour for personal support workers (PSWs) until March 21, 2022.

8. Investments to Increase Direct Care Time for Residents– Supporting Professional Growth Fund (Strategic Plan Goal #1)

Committee will recall that the Ontario government announced that they are providing up to \$270 million in 2021-22 and \$4.9 billion over the next four years toward ensuring that residents receive on average four hours of direct care per day by 2024-25.

Bonnechere Manor and Miramichi Lodge recently received their funding allocation figures for the remainder of this fiscal year as well as estimated annual allocations to March 31, 2025 as identified in the tables below. Both Homes are currently working through the budget process to maximize funding utilization to increase direct care hours.

Registered Nurses (RNs), Registered Practical Nurses (RPNs) and Personal Support Workers (PSWs)

Funding Period Nov 1/21 to Mar 31/22	Bonnechere Manor	Miramichi Lodge
Per bed, per month for the RN, RPN and PSW Staffing Supplement	\$599.49	\$599.49
Monthly RN, RPN and PSW Staffing Supplement	\$107,900	\$99,500
2021-22 RN, RPN and PSW Staffing Supplement	\$539,540	\$497,575

Out-Year-Notional Annual Allocations

Note these amounts are subject to change based on several factors including but not limited to, budgetary approvals, occupancy, current bed count (excluding beds in abeyance), scheduled new beds expected to come online and staffing data results.

	Bonnechere Manor	Miramichi Lodge
2022-23	\$1,296,756 - \$1,320,948	\$1,195,896 - \$1,218,204
2023-24	\$2,291,592 - \$2,497,104	\$2,113,356 - \$2,302,884
2024-25	\$2,967,036 - \$3,607,608	\$2,736,276 - \$3,327,024

Allied Health Care Professionals

Funding Period Nov 1/21 to Mar 31/22	Bonnechere Manor	Miramichi Lodge
Per bed, per month for the Allied Health Professionals Staffing Supplement	\$112.94	\$112.94
Monthly Allied Health Professionals Staffing Supplement	\$20,300	\$18,700
2021-22 Allied Health Professionals Staffing Supplement	\$101,645	\$93,740

Out-Year-Notional Annual Allocations

	Bonnechere Manor	Miramichi Lodge
2022-23	\$244,320 - \$248,880	\$225,312 - \$229,512

	Bonnechere Manor	Miramichi Lodge
2023-24	\$278,772 - \$305,472	\$257,088 - \$281,712
2024-25	\$262,632 - \$319,500	\$242,208 - \$294,648

Supporting Professional Growth Fund

Nov 1/21 to Mar 31/22	Bonnechere Manor	Miramichi Lodge
Per bed, per month for the Supporting Professional Growth Fund	\$26.82	\$26.82
Monthly Supporting Professional Growth Fund	\$4,800	\$4,500
2021-22 Supporting Professional Growth Allocation	\$24,140	\$22,260

9. Free Training Funds-Skills Advance Ontario (Strategic Plan Goal #3)

The Eastern Ontario College Consortium has advised of the opportunity to receive up to 100% funding for eligible health care training costs, aligning workforce skills with business needs. The funding is made possible through the Skills Advance Ontario provincial pilot project in partnership with Algonquin College. The initiative is funded by the Ministry of Labour, Training and Skills Development to support workforce development in key growth sectors.

County of Renfrew Long-Term Care Homes are collaborating with Algonquin College, Waterfront Campus to utilize the funds in order to complete Gentle Persuasive Approach (GPA) training certification for staff. If successful, the Homes intend to access the previously mentioned Supporting Professional Growth Fund to backfill staffing for the training period.

10. Additional Training for Long-Term Care Nurses and Personal Support Workers (Strategic Plan Goal #3)

The provincial government recently announced two streams of funding totalling up to \$100 million towards adding 2,000 nurses to the long-term care sector by 2024-25.

“The BEGIN initiative: Bridging Educational Grant in Nursing” provides tuition support to personal support workers (PSWs) and registered practical nurses (RPNs) to pursue education to become RPNs and registered nurses (RNs) respectively. Applicants must sign a return of service agreement committing to working in the long-term care sector.

The “Nursing Program Transformation in Ontario’s Colleges” will increase access to nursing programs at publicly assisted colleges through:

- Introducing hybrid online and in-person learning models in practical nursing and Bachelor of Science in Nursing programs;
- Creating an additional 500 enrolments in bridging programs for the 2022-23 academic year; and
- Providing up to \$6,000 a year in financial support to internationally trained nurses to gain the credentials required to work in Ontario.

The “Learning Inter-Professionally Healthcare Accelerator (LIPHA)”, is a new \$1.2 million program that will provide a free virtual space for long-term care nurses and PSWs to practice caring for virtual residents. The LIPHA app can be adopted by long-term care homes to enhance existing training and orientation processes.

11. September Treasurer’s Reports (Strategic Plan Goal #2)

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

12. Ministry of Long-Term Care Inspection Report (Strategic Plan Goal #1)

Ms. Gillian Chamberlin, Inspector with the Ministry of Long-Term Care conducted a Critical Incident System inspection at Miramichi Lodge on the following dates: October 1, 4, 7, 8, 12, and 13, 2021 regarding two critical incidents. Non-compliance findings were issued including three written notifications (WNs), two with voluntary plan of corrections (VPCs) concerning resident hand hygiene and adherence to the Home’s wound care program. Voluntary plans of correction have been completed inclusive of education to staff. The full report is available through the Ministry of Long-Term Care website: [InspectionReportPublic2 \(ltchomes.net\)](https://www.ltchomes.net/InspectionReportPublic2).

13. Bonnechere Manor Senior/Adult Day Program Surplus Reallocation (Strategic Plan Goal #2)

As Committee is aware, the Bonnechere Manor Senior/Adult Day Program had been limited to operating virtually until late August of this year due to the Pandemic. This has resulted in significant surplus funding, and in turn, the opportunity to submit a request to reallocate the funds within community programs for improvement. The submission includes \$99,041 worth of renovations to the Renfrew location including:

- installation of a ceiling track system and motors for mechanical lifting of clients;
- mechanical bed for a quiet/rest area;
- update/repair to the outdoor garden area to include protection from elements and prolong the ability to have outdoor programs later in the season and installation of rubber material over concrete areas to reduce risk of injury from a fall;
- purchase and installation of adult easy-lift change table for the bathroom;
- wireless audio system to improve communication with clients who have decreased hearing function; and
- padded bench/foot lockers for clients to store winter attire.

A decision on the submission is anticipated by early January 2022. Committee will be kept apprised of this request and is reminded that the program is 100% funded from the Ministry.

14. Miramichi Lodge Meals on Wheels – Administration Clerk (Strategic Plan Goal #2)

The Miramichi Lodge Meals on Wheels program was paused at the beginning of the COVID-19 Pandemic. A survey completed by customers of the program confirms that alternate arrangements have been secured to the satisfaction of clients. The administration support for this program was managed through a clerical position that was originally titled Meal-On-Wheels-Data Entry Clerk that was amalgamated with the Accounting Clerk 1 position in 2014 with a title changed to Administration Clerk as was indicative of the roles and responsibilities. This position has evolved significantly to one of much needed administration support, to facilitate the

day-to-day functions within the Home beyond the meals on wheels role. The onset of the COVID-19 pandemic and the multitude of directives and associated revisions requiring administration support has emphasized this need most significantly. This is a pivotal position within the home providing varied administration support as well as a resource to residents and families regarding banking services and trust account access.

The position is currently contained within the Miramichi Lodge budget until December 31, 2021. Staff seek to keep the administration staffing complement at Miramichi Lodge on a go forward basis. In doing so Miramichi Lodge will achieve the necessary administration support to residents, family and staff, while approaching parity to that, which is currently in place at Bonnechere Manor. It is staffs intent to include this position in the 2022 budget.

15. **Long Term Care Homes Health Human Resources Status (Strategic Plan Goal #2)**

As committee is aware, the impact of the COVID-19 Pandemic on staff has resulted in unprecedented challenges to our health human resources for the both unionized and non-unionized staff. The following is presented in the interest of ensuring that committee is duly apprised of the current health human resource challenges at both Homes.

As has become more commonly experienced among Long Term Care Homes over the course of this pandemic, both Bonnechere Manor and Miramichi Lodge are routinely challenged with staffing shortages among front line staff. Without question, a unit or department that is not fully staffed impacts negatively on quality of care and staff morale. Both Homes continue to effect a variety of measures to bolster recruitment and retention in an effort to maintain staffing.

COVID-19 has also significantly affected management resources and well-being at both Homes as well. As is understood and expected management staff routinely work beyond regular hours. That said these past twenty months have pushed managers well beyond typical expectations ongoing from the previous year. Managers went above and beyond executing an entirely new inventory of duties such as: enacting the ever-evolving COVID-19 protocols, screener recruitment, Personal Protection Equipment

acquisition and inventory, daily communications with varied stakeholders, securing and administering numerous Infection Prevention and Control related funds, etc.

In doing so several managers have well exceeded hours of work compensated by corporate policy early in the previous year and continue to do so, filling in for front line staff, responding to various concerns after hours, seven days a week.

Over the course of the pandemic, the evolving status of key management vacancies at both Homes have also resulted in the taxing circumstance of double duty coverage. This has significantly affected the ability for management to take much needed time off over the past year.

At present, the Bonnechere Manor management team is approaching full complement with two positions covered in an acting capacity. Miramichi Lodge will have two vacant management positions and two filled in an acting capacity.

RESOLUTIONS

16. New Long-Term Care Beds (Strategic Plan Goal #2)

Recommendation: That staff be directed to explore the viability of the construction of new long-term care beds at Bonnechere Manor and Miramichi Lodge properties.

Background

The Ontario Government has committed to creating 30,000 new long-term care beds by 2028 and redeveloping older beds to meet modern design standards in an effort to help reduce waitlist, ease hospital capacity pressures and ensure every resident can experience the best possible quality of life, supported by safe, high-quality care.

Committee will recall the Ontario Government's announcement in November 2020 of an investment of \$17,833,834 to help build 71 new and 281 upgrades to long-term care (LTC) beds within Renfrew County including:

- Marianhill Nursing Home in Pembroke – 29 new and 131 upgrades to LTC beds;
- The Grove Nursing Home in Arnprior – 36 new and 60 upgrades to LTC beds; and
- Valley Manor Nursing Home in Barry’s Bay – 6 new and 90 upgrades to LTC beds.

More recently, the Ontario government announced the approval for the allocation of 96 beds to the Deep River and District Hospital/Four Seasons Lodge, in order to construct a new Home to replace the 14 beds currently in place.

The Ministry of Long-Term Care has released a Long-Term Care Home Market Segment Map that will support prospective and current long-term care home operators in identifying the market segment they are in and the funding they may be eligible to receive under the Long-Term Care Home Capital Development Funding Policy, 2020.

Applications will be reviewed as they are received with the deadline of December 31, 2021.

17. Signing Authority – Bonnechere Manor (Strategic Plan Goal #1)

Recommendation: THAT the signing authority for Bonnechere Manor trust accounts be updated to remove Kim Prentice and add Brittany Findlay effective December 4, 2021. FURTHER THAT two (2) of the following four (4) names have signing authority: Jeffrey Foss, Kimberley Saunders, Sandra Blok and Brittany Findlay.

Background

Ms. Brittany Findlay, Administrative Assistant-Finance is returning from a one-year leave of absence on December 4, 2021, which concludes the contract coverage provided by Ms. Kim Prentice. On behalf of the Bonnechere Manor staff, we thank Ms. Prentice for her dedication to this position for the duration of the contract.

COUNTY OF RENFREW
ADMINISTRATION REPORT

TO: Health Committee
FROM: Paul V. Moreau, Chief Administrative Officer/Clerk
DATE: November 9, 2021
SUBJECT: Departmental Report

INFORMATION

**1. Renfrew County and District Health Unit Funding Formula
[Strategic Plan Goal #3]**

At the August 25th session of County Council, Resolution Number FA-CC-21-08-90 was adopted directing that a letter be sent to the Renfrew County and District Health Unit to request that a meeting be held with the Warden, Chair of Finance and Administration Committee, Chief Administrative Officer and Treasurer and representatives from the Renfrew County and District Health Unit (RCDHU) to discuss the funding increases for the RCDHU and have staff open a dialogue to discuss the proposed increase for the 2022 fiscal period. Attached as Appendix I is a copy of the letter that was sent along with the response letter received from the Renfrew County and District Health Unit. The September 28, 2021 Board of Health minutes where the discussion took place regarding this letter is attached to the agenda.