

The Corporation of the City of Kawartha Lakes

Victoria Manor Committee of Management

Report VMC2018-10

Meeting Date: July 16, 2018

Meeting Time: 9:30 a.m.

Meeting Place: Victoria Manor Boardroom, 220 Angeline Street, S. Lindsay

Subject: 2018/19 Additional Registered Nurses in Long-Term Care Home Sector

Author Name and Title: Pamela Kulas, Administrator

Recommendation(s):

Resolved That Report VMC2018-10, "2018-19 Additional Registered Nurses in Long-Term Care Home Sector", be received.



Director

Other

Background:

Earlier this year the Ministry of Health and Long Term Care (MOHLTC) announced \$50M in funding to provide an additional Registered Nurse (RN) for every long-term care home in Ontario.

On May 18, 2018 the Central East Local Health Integration Network (CE LHIN) informed all long term care homes will use the additional funding to create and fill a net new RN full time equivalent position (Attachment A). This investment in specialized staffing resources is targeted to increase the long term care home's ability to provide supports to residents with growing complexity of needs and improve overall quality of care.

Rationale:

Victoria Manor will receive annualized base funding of \$106,000 starting July 1, 2018 (\$79,552 for the 2018/19 funding year). The funding for this additional position can only be used to support a new position in the home. It cannot fund an existing RN position.

Based on the needs of Victoria Manor, the funding will be used to recruit an additional full time equivalent Associate Director of Care (ADOC) with a Registered Nurse designation. Victoria Manor currently has one Director of Care and one ADOC.

An additional ADOC will provide leadership to support continuity of resident care services in accordance with quality management, legislative requirements and organizational standards. Any portion of the funds not used for the additional ADOC position can be used to supplement existing part time RN hours.

Unspent funds or funds not used for the intended and approved purposes are recovered by the MOHLTC.

Financial Considerations:

The annual base salary and benefits of the Associate Director of Care is approximately \$103,400. The funding is 100% provincially subsidised with no municipal cost share required.

As the position proceeds through the non-union salary grid, the salary and benefits will increase to approximately \$122,200 in four years (based on 2018 salary grid). If MOHLTC funding is not indexed to account for this increase, there will be some additional pressure on the Nursing funding envelope or additional municipal tax support may be required beyond the annualized funding level.

Consultations:

Sienna Senior Living

Attachments:

Attachment A: CE LHIN Letter



Attachment A
CELHIN Letter Additic

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MAY 18 2018

SENT ELECTRONICALLY

Memorandum

To: All Long-Term Care Home Administrators

From: Deborah Hammons, Chief Executive Officer
Central East Local Health Integration Network

Re: 2018/19 Additional Registered Nurses in Long-Term Care Home Sector

The Ministry of Health and Long-Term Care ("ministry") notified the Central East Local Health Integration Network (Central East LHIN) of the below funding increase.

The ministry will invest up to \$50,000,000 in the 2018/19 funding year, to hire an additional Registered Nurse (RN) in every Long-Term Care Home (LTCH). This is subject to the ministry receiving the necessary appropriations from the legislature.

LTCHs in the Central East LHIN will use the funding to create and fill a net new RN full-time equivalent (FTE) position. This investment in specialized staffing resources is targeted to increase LTCHs' ability to provide supports to residents with growing complexity of needs and to improve overall quality of care in the LTCH sector.

Effective July 1, 2018, each licensed LTCH will receive annualized base funding of \$106,000 (\$79,552 in the 2018/19 funding year) to create and fill a net new RN FTE position subject to the conditions outlined in **Appendix A** of this letter. Any remaining portion of the funding after hiring the net new RN FTE position may be used to supplement the direct care hours provided by existing direct care staff (e.g., to increase hours of care provided by a part-time RN). Your July 2018 monthly payment will be adjusted to reflect the new investment effective July 1, 2018.

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Furthermore, LTCHs will have a phase-in period of two years, starting from July 1, 2018, to create and fill this new RN FTE position. This phased staffing approach will provide LTCHs with greater flexibility in recruitment and facilitate an immediate impact on direct resident care hours. You are required to maintain financial records for this allocation. Unspent funds and funds not used for the intended and approved purposes are subject to recovery in accordance with the ministry's reconciliation and recovery policy.

Additionally, LTCHs are required to maintain appropriate records on how this additional funding was utilized to add a new RN FTE position. The records must indicate how the additional FTE is contributing to increase the hours of direct care provided to residents.

During the provincial election period, special protocols apply to communications. To comply with these protocols, we ask that you temporarily delay any public communication such as news releases, media events or social media posting related to the information contained in this funding letter until further notice. Please do not hesitate to contact Tunde Igli, Director, Finance and Risk Management, Health System Strategy, Integration, Planning and Performance at Tunde.Igli@lhins.on.ca about this matter. We look forward to your ongoing support and participation in this collaborative initiative.

If you have any questions, please contact Tunde Igli at Tunde.Igli@lhins.on.ca or (905) 427-5497, ext. 3231.

Sincerely,



Deborah Hammons
Chief Executive Officer
Central East Local Health Integration Network

Attachments: Appendix A – Funding Details

- c: Louis O'Brien, Board Chair, Central East Local Health Integration Network
Stewart Sutley, Vice President, Health System Strategy, Integration, Planning and Performance
Lisa Burden, Vice President, Home and Community Care
Tunde Igli, Director, Finance and Risk Management
Lisa Mizzi, Director, Home and Community Care, Patient Services

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Appendix A - Funding Details

Conditions of Funding for the annualized Registered Nurse funding of \$106,000

An annualized Registered Nurse (RN) funding of \$106,000 (\$79,552 in the 2018/19 funding year) will be provided to every licensed Long-Term Care Home (LTCH) effective July 1, 2018. The objective of this funding is to increase specialized care and the direct care hours provided to LTCH residents. This funding will be subject to the following terms and conditions:

- A. **Use of funding** – The new amount is to be used to create and fill a net new RN full-time equivalent (FTE) position. Any remaining portion of the funding after hiring the net new RN FTE position may be used to supplement the direct care hours provided by existing direct care staff (e.g., to increase hours of care provided by a part-time RN).
- B. **Phase-in Period** – LTCHs will have a phase-in period of two years, starting from July 1, 2018, to create and fill this new RN FTE position. During the phase-in period, LTCHs may use any portion of the funding that is not used to fund the new RN FTE position to support increases in direct resident care hours provided by existing direct care staff. This phased staffing approach will provide LTCHs with greater flexibility in recruitment and facilitate an immediate impact on direct resident care hours.
- C. **Documentation and Reporting** - LTCHs are required to maintain appropriate records to indicate how this additional funding has been utilized to add a new RN FTE position. The records must also indicate how the additional FTE is contributing to increase the hours of direct care provided to residents.

Furthermore, LTCHs are also required to complete the annual LTCHs Staffing Report, and include the additional FTEs related to this funding in the appropriate staffing categories.

Unspent funds, and funds not used for the intended and approved purposes, are subject to recovery in accordance with the ministry's reconciliation and recovery policy. Specific instructions regarding financial reporting will be provided as part of the 2018/19 Annual Report process.