







New Initiative – Long-Term Care Staffing Supplement Funding

NI 2022-14

DESCRIPTION

The Province of Ontario released long-term care staffing plan in December 2020 with commitments to improve staffing levels in Ontario's long-term care sector. On October 25, 2021 they announced a funding commitment to implement the Plan. This New Initiative report provides County Council with the details of how Woodingford Lodge's funding will be invested.

Strategic Plan

					
WORKS WELL TOGETHER	WELL CONNECTED	SHAPES THE FUTURE	INFORMS & ENGAGES	PERFORMS & DELIVERS	POSITIVE IMPACT
1.ii.		3.iii.		5.i.	6.i.

DISCUSSION

Background

The Government of Ontario released "A better place to live, a better place to work: Ontario's long-term care staffing plan" in December 2020 with commitments to improve Ontario's long-term care (LTC) sector by increasing staffing levels.

Two new policies were released on October 15, 2021, effective November 1, 2021 as part of the province's \$4.9 billion commitment to hire more than 27,000 long-term care staff over four years and ensure that residents receive on average four hours of direct care per day by 2024-25.

Oxford County is eligible for an increase of approximately \$3.8M in base level staff funding by 2025 for the purpose of increasing direct care to an average of four hours per day per resident.

Two new distinct, protected funding lines have been created for:

- Registered Nurses (RNs) / Registered Practical Nurses (RPNs) / Personal Support Workers (PSWs); approximately \$3.5M by 2025
- Allied Health Professionals (AHPs); approximately \$315,000 by 2025

In addition, Oxford is eligible to receive \$30,575 in 2022 as part of the Supporting Professional Growth Fund as a one-time supplement to be spent on education and training.

Comments

The goal of the Province's Long-Term Care Staffing Increase 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. Funding is to be used solely for the purpose of increasing direct care hours in accordance with Long-Term Care Staffing Increase Funding Policy.

The staff increases outlined in this report are eligible to be fully funded by the Ministry of Long-Term Care, in accordance with the Long-Term Care Home Funding Policy.

This New Initiative request positions Woodingford Lodge to attain the Province's goal of an average of four hours of care per resident per day by 2025. Implementation details for 2023 – 2025 increases in staffing supplements will be provided to County Council during each respective years' budget process, allowing staff to assess evolving needs on an annual basis.

Steps to implement the enhancements outlined in this report will be taken following Council approval. Staff expect many of the enhancements to begin throughout January 2022.

RN / RPN / PSW funding line

The new funding will be 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.

Eligible expenditures for RN / RPN / PSWs fall into one or more of the following:

- a) Salaries, wages, and benefits of RNs, RPNs and PSWs to accomplish the increase in direct resident care time.
- b) Salaries and wages, to top up hours for increase wages for existing staff (RNs, RPNs, PSWs), convert PT to FT positions or hire new RNs, RPNs, and PSWs to accomplish the increase in direct resident care time.
- c) Salaries, wages, and benefits for RNs, RPNs and PSWs recruited from an Agency to accomplish the increase in direct resident care time.

The amount in this funding line for 2022 is approximately \$1.6M or the following direct care enhancements:

Staffing	Benefits
Full-time RPN (2)	Increased direct care in Ingersoll and Tillsonburg Increased support for on-duty staff
Full-time RAI RPN (1)	Increased direct care in Ingersoll and Tillsonburg Increased quality assurance Increased optimization of available funding
Full-time PSW, converted from part-time (6) <i>2.6 FTE existing plus 3.4 FTE additional</i>	Increased direct care in Woodstock Increased staff retention Decreased turnover and associated costs
Full-time Behavioural Supports Ontario (BSO) RPN (1)	Increased direct care in all three locations Increased support for specialized needs Increased support for on-duty staff
Full-time Infection Prevention and Control (IPAC) RPN (1)	Increased direct care in all three locations Increased quality assurance Increased support for on-duty staff

Allied Health Professionals funding line

Eligible expenditures for AHPs fall into one or more of the following:

- Salaries, wages, and benefits including overtime of Allied Health Professionals who provide direct care to residents.
- Salaries and wages to top up hours for existing Allied Health Professionals, convert PT to FT positions or hire new Allied Health Professionals to accomplish the increase in direct resident care time.
- Salaries and wages related to the purpose of increasing wages for existing Allied Health Professionals, convert PT to FT positions or hire new Allied Health Professionals to accomplish the increase in direct resident care time.
- Salaries, wages, and benefits for Allied Health Professionals recruited from an Agency for accomplishing the increase in direct resident care time.

The amount in this funding line for 2022 is approximately \$300,000 for the following direct care enhancements:

Staffing	Benefits
Full-time Dietician, converted from part-time (1) <i>0.8 FTE existing plus 0.2 FTE additional</i>	Increased support for nutritional services at all three locations Increased support for the evolving complexity of customized dietary requirements
Full-time Nurse Practitioner (1)	Increased direct care at all three locations Increased support for on-duty staff Increased after-hours support
Full-time Social Worker (1)	Increased direct care at all three locations Increased support for specialized needs Increased support for on-duty staff
Full-time Recreation Aide, conversion from part-time (2)	Increased direct care at all three locations Increased consistency and continuity of recreational programming Increased support for on-duty staff

Supporting Professional Growth Fund Funding Policy

In addition to funding supplemental direct care hours as outlined above, the Province announced a *Supporting Professional Growth Fund* to support ongoing education and training in Long-Term Care homes. The Fund will supplement current funding eligible to be spent on education and training of staff members, including backfilling of staff on training.

Oxford is eligible for approximately \$30,000 in one-time funding for 2022 which will primarily be used toward upskilling our Behavioural Supports team to support residents' mental health and wellbeing.

Conclusions

We are encouraged by the Province's investment to increase base level funding for long-term care home staffing; not only does this provide for more direct hours of care for our residents, but it also enables enhanced peer support among staff. The Long-Term Care Home Staffing Supplement Funding is timely and allows us to pursue opportunities revealed during the unprecedented challenges during 2020 and 2021.

The holistic package enhancements contained in this report optimizes the 2022 funding allotment in order to take the necessary first steps to attain the Provincial target of four hours of direct care (per resident per day) by 2025.

BUDGET REQUIREMENTS

	One-time	Base	Total Budget
Revenues			
Provincial funding	30,575	1,949,208	1,979,783
Total revenues	30,575	1,949,208	1,979,783
Salaries and benefits¹	\$-	\$1,949,208	\$1,949,208
Operating expenses			
Training & Conferences	30,575	-	30,575
Total operating expenses	30,575	-	30,575
County Levy	\$-	\$-	\$-

¹ \$286,512 of existing staffing levels allocated to this program, resulting in a reduction to the general levy.

STAFFING REQUIREMENTS

Staff Requirements (FTE)	One-time	Base
Registered Practical Nurse – Full-time	0	10.0
Registered Practical Nurse IPAC – Full-time	0	1.0
Personal Support Worker – Part-time to 6 Full-time positions	0	3.4
Dietician – Part-time to Full-time conversion	0	0.2
Nurse Practitioner – Full-time	0	1.0
Social Worker – Full-time	0	1.0
Total	0	16.6