SUBJECT: New 100% Personal Support Worker Funded Positions at Macassa and Wentworth Lodges (ECS08051) (City Wide)

RECOMMENDATION:

That an increase of the Personal Support Worker complement by 3.2 Full-Time Equivalents, to provide additional nursing care at Macassa and Wentworth Lodges and to be 100% funded through the Ministry of Health and Long-Term Care, be approved.

Joe-Anne Priel,
General Manager
Community Services Department

EXECUTIVE SUMMARY:

There have recently been additional 100% funding announcements from the Ministry of Health and Long-Term Care (MOHLTC) that will increase the services staff are able to offer to residents and seniors in Hamilton. This program is to hire additional Personal Support Workers (PSW) to provide increased nursing care in both Macassa and Wentworth Lodges. Report ECS08051 is requesting approval to increase the Full-Time Equivalents (FTEs) above the levels presented during the 2008 budget process. There will be no municipal levy impact on these expanded services.
The MOHLTC has announced a new initiative to create 873 PSW positions in the Long-Term Care (LTC) sector in Ontario. PSW’s are unregulated health care providers that work under the supervision of a regulated health professional or supervisor. They play a critical role in the care of seniors in LTC homes and provide a range of essential daily activities that help maintain physical well-being. Residents will benefit from this investment with more hands-on-care, such as personal hygiene care, help with transferring into chairs, vehicles or beds, as well as with dressing and undressing. Effective August 2008, 23.3 million dollars in new funding is being provided for this purpose.

From these funds, there will be an annual allocation of $114,207 for Macassa Lodge and $76,395 for Wentworth Lodge. These dedicated funds can only be spent on increasing PSW FTEs through an increase in PSW hours of care. This is permanent base funding, which is allocated monthly in the Nursing and Personal Care funding envelope. Macassa and Wentworth Lodges will be required to provide staffing information, semi-annually, to the MOHLTC to verify use of the funds. Funding is subject to recovery if the amounts are not applied as required. The Administrators at both Lodges will be required to sign amending agreements to the current Service Agreements, to secure the funding.

The annualized cost of one PSW FTE is $58,750, including benefits. The funding provided will permit the creation of 1.9 FTEs at Macassa Lodge and 1.3 FTEs at Wentworth Lodge, for a total of 3.2 PSW FTE positions.

This is welcome news for staff and will help them to achieve their goal of providing excellent quality care to the residents and their families at both Macassa and Wentworth Lodge.

This additional funding will allow PSW staff to enhance resident care at both of the Lodges.

Unspent funding will be returned to the MOHLTC if positions are not created. Funding cannot be used for other purposes.
FINANCIAL/STAFFING/LEGAL IMPLICATIONS:

Financial:

There are no financial implications, as the base funding is 100% funded through the MOLTC and will continue to be provided in 2009.

Staffing:

Staff will be recruited through the existing Human Resources Department processes and in accordance with the C.U.P.E. 5167 (Lodges) Collective Agreement.

Legal:

Funding is secured by Service Agreements administered by the Hamilton-Niagara-Haldimand-Brant Local Health Integration Network (LHIN), on behalf of the MOHLTC, in a form satisfactory to the City Solicitor.

POLICIES AFFECTING PROPOSAL:

None.

RELEVANT CONSULTATION:

Staff in the Finance and Administration Section, Budgets and Finance Division, Corporate Services Department.

CITY STRATEGIC COMMITMENT:

By evaluating the “Triple Bottom Line”, (community, environment, and economic implications) we can make choices that create value across all three bottom lines, moving us closer to our vision for a sustainable community, and Provincial interests. Evaluate the implications of your recommendations by indicating and completing the sections below. Consider both short-term and long-term implications.

Community Well-Being is enhanced. ☑ Yes ☐ No
Additional care will be provided to residents at the Lodges. Seniors with Alzheimer/Dementia will benefit from additional Adult Day Program services on the weekends.

Environmental Well-Being is enhanced. ☐ Yes ☑ No
Economic Well-Being is enhanced. ☑ Yes ☐ No
Additional programs with no municipal levy impact benefits all Hamilton citizens.

Does the option you are recommending create value across all three bottom lines? ☐ Yes ☑ No

Do the options you are recommending make Hamilton a City of choice for high performance public servants? ☐ Yes ☑ No