SUBJECT: New 100% Funded Positions at Macassa and Wentworth Lodges (ECS08040) (City Wide)

RECOMMENDATION:

(a) That an increase of the Registered Practical Nurse complement, by 4.8 Full-Time Equivalents to provide additional nursing care at Macassa and Wentworth Lodges; to be 100% funded through the Ministry of Health and Long-Term Care, be approved.

(b) That an increase of the staff complement, by 1.54 Full-Time Equivalents for Macassa Lodge’s Adult Day Program; 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 been two recent 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. One program is to hire additional Registered Practical Nurses (RPNs) to provide increased nursing care in both Macassa and Wentworth Lodges. The second program is an expansion of the Adult Day Program at Macassa Lodge to include weekend services. Report ECS08040 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.
BACKGROUND:

New RPN Positions at Macassa and Wentworth Lodges:

The MOHLTC has announced a new initiative to create 1,200 new RPN positions in Ontario. $57 million dollars in new funding is being provided for this purpose. From these funds, there will be an annual allocation of $182,100 for Macassa Lodge and $121,810 for Wentworth Lodge.

These dedicated funds can only be spent on increasing RPN FTEs through an increase in RPN hours of care. A primary condition of the funding is that the increase in RPN FTEs must include the creation of at least one, full-time RPN position at each Lodge. The remaining funds can be used to add to or enhance existing part-time RPN hours. 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 have signed and returned amending agreements, to the current Service Agreements, to secure the funding since this was required by August 15, 2008.

The annualized cost of one RPN FTE is $63,000, including benefits. The funding provided will permit the creation of 2.9 FTEs at Macassa Lodge and 1.9 FTEs at Wentworth Lodge, for a total of 4.8 RPN FTE positions.

Macassa Lodge Specialized Weekend Adult Day Program:

Information Report ECS08034, City of Hamilton Projects Funded under the Aging in Place Strategy of the Provincial Local Health Integration Network (LHIN), which was received by Council at its June 25, 2008 meeting, outlined the approval of a Specialized Weekend Adult Day Program, as part of the new MOHLTC, Aging at Home Strategy. Staff was recently advised that the Adult Day Program will receive an additional $148,095 (1.54 FTEs) to provide this program in 2008/2009.

The Macassa Lodge Specialized Weekend Adult Day Program is the expansion of the existing Specialized Alzheimer/Dementia Adult Day Program on Fridays to also include Saturdays and Sundays. This program will provide seniors with service, on non-traditional days, to provide caregivers respite when most Adult Day Programs are closed. Jointly, with the Meadowlands Specialized Adult Day Service in Ancaster, seniors residing on the Hamilton Mountain, experiencing advanced Alzheimers/Dementia, will now have services seven days per week.
ANALYSIS/RATIONALE:
This additional funding will allow RPN staff to enhance resident care at both of the Lodges, as well as expand Macassa's Adult Day Program services for seniors and their families in Hamilton.

ALTERNATIVES FOR CONSIDERATION:
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 funding is base funding that 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.

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