



Valley Manor

Matters

The Newsletter of Valley Manor · Barry's Bay, ON · Fall 2022

A MESSAGE FROM THE CEO – Trisha DesLaurier

As I look back over the past summer, I'm filled with a sense of pride and gratitude. Every day, our staff came to work to provide the best possible care for our residents, no matter how challenging the pandemic has been to work in. They do this with compassion in their hearts. No challenge is too big for our dedicated team, even when faced with the biggest challenge of our lifetime – COVID-19.

I have witnessed unwavering strength, gritty determination and heartfelt courage during our recent outbreak of Covid-19 in July and August. As we have battled this pandemic and have cared for our resident's, the support we have received from the residents, families and community have bolstered our resolve to beat this virus.

We were also very fortunate to have secured the Canadian Red Cross to assist Valley Manor with the Covid-19 outbreak recovery efforts. This was a challenging task to obtain the Red Cross, however with the support of Dr. Cushman and John Yakabuski MPP, we were successful. The Red Cross stayed for 1 month in total and departed on September 11th.

Onward and upward, we are now forging ahead with Fall preparedness planning in anticipation of a Covid-19 and the influenza virus lurking at our doors.

We have excellent vaccination programs in place for Covid-19 and the flu for all resident's and staff of the home. The Infection Control Co-ordinator Tina O'Malley will keep us up informed on the dates for upcoming clinics in-house.

We are inching closer to our onsite Accreditation Canada survey and Accreditation preparation remains ongoing for all teams.

The survey dates are October 11, 12 & 13th 2022. There will be 3 surveyors' onsite observing and reviewing all processes in place over those 3 days. Thank you to all resident's family and staff that are participating in our process and have agreed to participate in live interviews with the Accreditation surveyors.

The long-awaited and much needed redevelopment of the Valley Manor Long Term Care (VMLTC) Home in Barry's Bay has been delayed due to the COVID pandemic. I am including an additional excerpt in this addition of our newsletter to ensure that you all receive accurate information. This information was recently provided to both local newspapers and shared throughout the facility however I wanted to ensure that it was communicated in our own internal newsletter as well.

Wishing each and everyone of you a peaceful and healthy Fall. Let's all do our very best to keep healthy and be happy.

As a Not-For-Profit Long-Term Care home in a rural setting, Valley Manor Long Term Care faces extreme pressures & unreasonable redevelopment targets in the wake of Covid- 19.

Covid-19 has had an extreme material impact on the cost of construction at Valley Manor, across Ontario, and nationally. Disruption in supply chains, shortages of resources such as qualified trades people and new safety measures that have been imposed, have all contributed to an increase in costs.

Consequently, we are seeing a significant increase in the cost for construction projects, across all types of development throughout the province.

Currently, due to Covid-19, Valley Manor must complete another financial review of the estimated cost for the new development plans and based-on benchmarks of similar long-term care projects. In collaboration with Valley Manor's project leaders, we have had to cross check several sources to provide the most current update for the scope of the project.

The estimated development cost for Valley Manor to construct a new 96-bed long-term care home in Barry's Bay will be approximately **\$509,291.00 per bed**. This represents an increase of approximately **\$146,898.00 per bed** over the previous cost estimate of approximately **\$362,393.00 per bed** in early 2021 which was in the middle of the pandemic. This is based on the rural Construction Funding Subsidy matrix. The estimate of the development cost includes hard costs, soft costs and furniture/fixtures/equipment (FF&E). Do the math and be sitting down when you do.

The prices started rising during the pandemic for hard construction costs. The soft construction costs weren't impacted as drastically; however, they were still impacted. As a result, many LTC homes are not going to be able to afford to build or rebuild without more money from the government.

Valley Manor desperately needs to be redeveloped, and is required to. All LTC homes in the province must meet newer design standards by 2025 in order to retain their licences, The province pays most of the cost of construction, however, homes are required to raise a significant amount locally. So far, the original local component raised by the St. Francis Valley Healthcare Foundation is in the low millions for Valley Manor and the local share is expected to climb by at least 10 to 15 per cent as construction costs continue to rise with inflation. There is no possible way that we can ask our small, rural community to raise upwards of \$4.5 million dollars, particularly when there are other fundraising initiatives taking place in the local healthcare community.

For a not-for-profit home located in the Madawaska Valley with a population of less than 5,000, a fundraising task of this magnitude is bewildering. The St. Francis Valley Healthcare Foundation has done a tremendous job of raising more than 1 million toward the project. Although members of the community have been extremely generous and stand behind this project, local fundraising does have a limit. We have a very limited donor base with minimal corporate donations to draw on due to our rural and remote location. It is very challenging and it is questionable whether it is achievable.

Valley Manor is not the only long-term care home that is struggling with unachievable redevelopment costs. There are several other long term care homes in the same development crisis and they are also appealing to the province for increased support and a solution. It is not up to the CEO's and the Board's of these homes to continue to rally the government and plead to the province while they are trying to navigate the turbulent waters of a long-term care facility in the middle of an unexpected 2.5-year pandemic.

According to statistics put out by Advantage Ontario which represents not-for-profit long-term care homes in the province, thirty-three per cent of homes surveyed by Advantage Ontario, said they could not afford to proceed with required upgrades without more government funding.

Advantage Ontario is advocating with the provincial government about this issue, particularly for not-for-profit homes.

At a time when the province is promising tens of thousands of new and redeveloped long-term care beds and vowing to expedite the transfer of patients from hospital beds into long-term care homes, the construction funding gap is futile. Additionally, revisiting the original design plans to ensure that the new long term care home incorporates increased IPAC best practice standards into the design to ensure improved navigation and protection of staff and residents for future outbreaks.

The province did recently introduce a lending program to make it easier for not-for-profit homes to secure financing. But according to statistics, more private homes have received funding for additional beds as part of this expansion. These homes are also located in more urban centers than rural. Additional barriers to LTC development continue, particularly in rural and northern communities and we also face extremely unique capital and human resource barriers to increasing capacity.

Many construction projects at not-for-profit homes, especially in rural areas where demand is high but fundraising potential is limited, are being put on hold.

The challenge of fundraising and to be able to upgrade design standards and increase space is disproportionate and frankly becoming unachievable if more is not going to be done by the government. Raising our community portion in our small rural setting is a challenge that we really shouldn't have.

Valley Manor continues to appeal to the government and is asking the province for support to assist with completion of the project.

The province must develop more effective, tailored policy approaches to reduce barriers to long-term care bed development in rural areas, while ensuring seniors continue to receive the health care that they need close to home.



Director, Finance & Human Resources

Stacey McDonald

Seasons Change

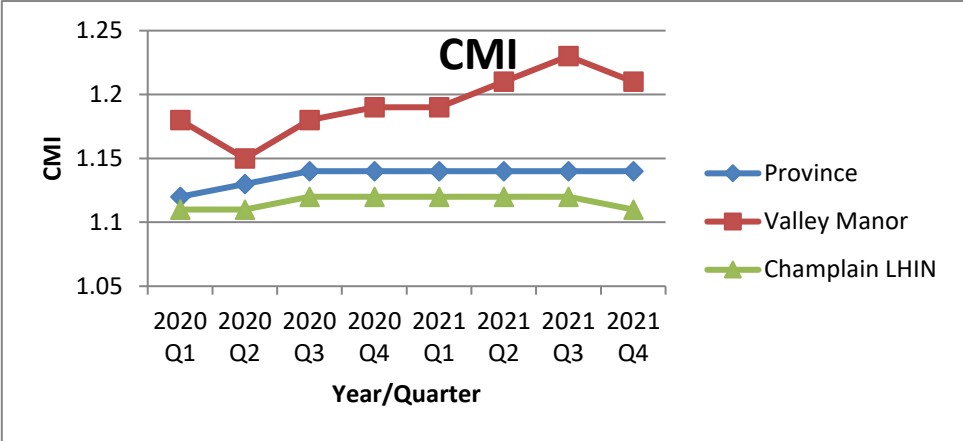
People come and go in your life. They come into your life for a reason, a season or a lifetime. We have conducted 31 interviews, added eight new employees, seven Agency staff and two new staffing agencies. We have also seen 13 resignations and supported a change in status for five employees who have returned to school. Whatever the reason they come or go in your life, don't lose the lesson. Recruitment continues to be a challenge across healthcare in Canada and Barry's Bay is no exception. We see barriers to staffing in suitable housing, loss of local PSW programming, aging population and limited resources such as high-speed internet to name a few. We are currently recruiting for Nurse Practitioner- 1, Registered Nurse - 2 FT/3PT, Registered Practical Nurse - 3PT, Personal Support Worker - 7 FT/4RPT/8PT, Activities – 2PT, Dietary – 2PT, Administration – 1FT; Hairdressing - 1 contracted. A new PSW master rotation was created with more full-time lines in hopes to appeal to more applicants. We have a number of full-time positions available. If you know anyone that may be interested, please have them contact me directly. You can find openings listed internally, on our website, jobs.on.ca, HFO, Base Petawawa, Employment Ontario and Algonquin and Loyalist Colleges.

With the onset of the pandemic, we witness an accelerated change in the workplace that would naturally have happened over a period more likely to be 10 years. Technology has made great strides. In this time, it allowed businesses to get people back to work safer and sooner. Zoom isn't just how fast your car goes, it's now a household word. Love it or hate it, the implementation of Zoom, Teams and Google Meet have allowed us to reduce the time to attend meetings and the cost/emissions to travel to them. We gained back the travel time to the meetings that has been eaten up by the overwhelming increase in the amount of reporting that has inundated all healthcare administration reporting on COVID and PPE. It has also shown that some jobs are able to be completed remotely with the proper resources. This opportunity to promote hybrid/remote work allows us at Valley Manor to reach outside the Bay area to recruit from farther away to help ease the strain on resources while making it attractive to talented and experienced individuals. You will notice this trend has started with the Executive Team and will continue as we forge ahead to add more people to the Valley Manor team. It's a tough ask to find staff with as big a heart as all of you! Thank you for your professionalism, dedication and commitment to our residents and your teams.



CMI – Case Mix Index - UPDATE

submitted by Brandi Dombroskie, RAI-MDS Coordinator



Our CMI remains consistently higher than that of the province and LHIN. Our most recent CMI as determined by Point Click Care, is 1.21 as of August 31, 2022.



Family Council at Valley Manor

Submitted by Lisa Yantha, Activities Director

For many years, Valley Manor has made multiple attempts to form a Family Council in our home. We take pride in knowing that many Family Members expressed that there was not a need for a Family Council as they were content with how things were. However, with the pandemic and multiple changes taking place over the past couple of years we do feel it is important and encourage Family Members and friends to join. Having a Family Council is another way that individuals and loved ones can advocate for our residents as well as connect and stay up to date with the information being received in LTC.

What is a Family Council???

A Family Council is a group of family members and friends of the residents of a long-term care home (LTC) who gather together for peer support, education, and to improve the experiences of all people in long-term care.

Since the 1990's, family members and friends of long-term care residents have gathered together to help each other as caregivers, work to improve their loved one's long-term care home, learn about the issues affecting residents, and seek to create positive changes in the long-term care system. These efforts are the foundation of the Family Councils of today!

What started as a grassroots movement to engage families in long-term care grew into an [organized pilot project](#) to create more Councils and eventually into what we have today: organized, effective Family Councils in hundreds of long-term care homes across Ontario, all with powers given to them by legislation, and supported by Family Councils Ontario.

Council characteristics

A Family Council is defined as an organized, self-led, self-determining, democratic group composed of the family members and friends of a long-term care home.

Breaking that down, this means that Councils have the following characteristics:

- Have structure, rules, and methods of operation that organize the group's work and processes (Terms of Reference, Code of Conduct, leadership model with role descriptions, meeting guidelines, etc...)
- Councils are led by the members, not home staff
- Councils determine their own processes, goals, and activities (within the parameters of The Long-Term Care Homes Act) without interference by home staff
- Councils abide by the principles of democracy by favouring social equality and giving every member a voice in decisions (e.g. all members vote for Council leaders and on all motions)
- Is a group: members come together regularly, share a sense of purpose, and have common goals and objectives

Forming a Family Council

Presently at Valley Manor we are in the beginning stages of forming a Family Council. We are fortunate to have family member, Shari Shulist taking lead organizing the meetings, and connecting with family members that have expressed interest in joining. We have hosted an information meeting in 2021, and had our first official Family Council Meeting on September 12th, 2022 on zoom. Unfortunately at this meeting our attendance was low with only two members present. We are planning another meeting on October 24th at

7:00pm. This meeting we are going to host in person at Valley Manor and we will also make the meeting available on zoom for those who are not able to make it in person. We highly encourage family members and friends to attend if possible. Please RSVP as soon as possible to Shari Shulist at shariannshulist@hotmail.com or (416) 948-3984.



“Anything is possible when you have the right people there to support you.”
~Misty Copeland~



Infection Control By Tina O'Malley, Infection Control Nurse

The COVID-19 Pandemic has brought Infection Prevention and Control (IPAC) into the spotlight, especially for Long-Term Care. This has led to several additional regulations in the new *Fixing Long Term Care Act, 2021*. Although the previous Act contained regulations to ensure that there is an IPAC program for the home, it now contains an accompanying standard that mandates specific additional requirements including minimum hours in which a designated IPAC Lead must work regularly in the role. The IPAC Lead will also be required to have current certification in infection control from the Certification Board of Infection Control and Epidemiology within 3 years of the Regulation coming into force.

Valley Manor has been proud to have an IPAC Lead for many years, and I have been in this position part time since 2005 and full time since October of 2020. The home has been very invested in our Infection Control Program with a 100% score at our last Accreditation. Our staff are committed to providing the safest care possible and actively participate in COVID-19 update meetings, IPAC education, audits and immunization programs. The Infection Control Program is reviewed and updated regularly whenever any changes happen in the field or a need is seen in our home.

Many are familiar with our policies and regular updates on changes have been provided to residents and families throughout the Pandemic. The residents are engaged in education and updates are provided at Resident Council meetings. Visitors see the effort made to protect our residents by participating in active screening for symptoms and rapid antigen testing for COVID-19 prior to visiting. Essential caregivers have received IPAC education and this newly defined role has become a permanent part of the *Fixing Long Term Care Act, 2021* to ensure residents have family contact during illnesses requiring isolation and in the event of outbreaks which limit general visitations.

Requirements of the Infection Control program (under the *Fixing Long Term Care Act, 2021*):

- (2) The infection prevention and control program must include,
 - a) evidence-based policies and procedures;
 - b) an educational component in respect of infection prevention and control for staff, residents, volunteers and caregivers;
 - c) daily monitoring to detect the presence of infection in residents of the long-term care home;
 - d) measures to prevent the transmission of infections;
 - e) a hand hygiene program; and
 - f) any additional matters provided for in the regulations.

Although the Pandemic is front and center right now, the monitoring for infections is ongoing. Valley Manor maintains an annual Influenza vaccination program and provides other disease-preventing vaccines during the year such as Pneumovax, Tetanus and Diphtheria, Pertussis (Whooping Cough) and Shingles. The residents are monitored daily for infections of all kinds and staff are required to stay home when ill to prevent the spread of illness. Families are encouraged to stay at home when ill to prevent the transmission of germs to their loved ones. We are all part of Infection Control and each person can contribute to the health and safety of our vulnerable residents.

