

Pandemic Emergency Management – Challenge & Tested Solution

Challenge:

Make the Most of Existing Staffing Resources

Solution:

Combine Residential Locations by Moving to Larger Setting

Steps to Implement:

1. Locate asset that could be used for residential home.
 - Ongwanada has a well-equipped building (used to provide day supports) that could accommodate people living in up to three of its residential homes
 - If the need arises, this model could be scaled to include other types of locations – hotels, schools, etc.
2. Ongwanada converted three classrooms at the day support building into residential locations for the homes being consolidated.
 - Purchased several hospital beds and space dividers
 - This solution was implemented early in the pandemic (2020) when purchasing supplies was easier
 - The building has a commercial kitchen so meals can be prepared onsite
 - Help was needed to support the move of the homes to this location
3. Determine cohorts of “residents” with input of stakeholders and keep each separate to reduce transmission of virus.
 - Cohort staff as well as residents (within respective classrooms) to reduce transmission of virus

Results

- How effective was this?
 - o Achieved goal of freeing up staff.
 - Freed-up staff that would otherwise be conducting day programs to provide residential supports
 - Resulted in fewer staff needed to support people and freed-up some staff to work in other homes that were unable to cohort
 - Lightened some of the staffing pressures
- Was this efficient? Was it quick to implement?
 - o Operationalizing the plan was fast and has been efficient.

Date: January 12, 2022

Person Consulted: Alastair Lamb, CEO, Ongwanada

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- Would you recommend this to other agencies?
 - o Could be considered if it's a right fit for the agency and people it supports

Additional Considerations:

- This solution relocates people supported to a physical space that is not a "home environment"
- Legal: insurance considerations
- Labour: union agreements
- Health and Safety: fire code. Ongwanada had to ensure the local fire department was aware that the building is being used for 24-hour occupancy. If no commercial kitchen is available on site the issue of food preparation would be a primary consideration for going this route.

Lessons learned:

- Nothing noteworthy yet

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