



**Provincial Network Agenda  
September 23<sup>rd</sup>, 2021  
10:00am via BlueJeans**

**Welcome** – Michelle B., PN Chair

- Trevor McGregor is in attendance today on behalf of Brad Saunders, OASIS.

**Approval of:**

- Agenda for September 23<sup>rd</sup>, 2021 approved as presented
- 'Draft' Minutes of Regular Meeting of August 26<sup>th</sup>, 2021 – approved as presented
- 'Draft' Briefing Note of September 8<sup>th</sup>, 2021 – approved as presented

**ACTION:** Christine will remove the 'DRAFT' Watermark and share with the PN members.

Lorrie H. shared that GLS held it's AGM and Brian Davies is now the president for GLS, with Brian Swainson as VP and both will hold a position at the PN table. Lorrie will be retiring at the end of 2021 and as a result and after discussion, Lorrie may continue to be a part of the 'PN Vaccine Group'. This will be confirmed at a later date.

**MCCSS** – Rupert Gordon

COVID/PANDEMIC DATA UPDATES:

- At the start of this week: 230M cases globally with 4.7M fatalities
- Global hot spots: Costa Rica; Israel; Malaysia; US & UK
- Ontario: 580K cases; doing better than the average with a reproduction rate of around 1% for most of late August and September.
- In terms of other Provinces: Calgary; BC and Saskatchewan are up in case numbers
- Ontario is at 70% of total population that are vaccinated
- BC and Quebec along with most of Atlantic are a bit higher than 70% vaccinated
- Jurisdictions where there are struggles such as Alberta and Saskatchewan, we are hearing that there is a slight lift in these areas making it extremely vulnerable for outbreaks
- Ontario is around 500 cases day to day with some variation. Age wise, the majority of unvaccinated counts are in the under 40 age category
- Testing volumes vary around 30K-50K per day.
- Observations in regards to hospitalization: as of early this week 330 people in hospital with COVID and half of this number are in ICU's; compared to April there were approximately 2400 with 1/3 in ICU's.
- DS congregate: over the course of the pandemic 677 locations reported infection. Approximately 8 client cases over the course of last month with a small cluster of staff cases. Overall pretty stable and quiet.

Update Items

- HEPA Filters: MCCSS has an agreement with 2 manufacturers who will be providing a volume of units and will allow coverage of over 3300 sites. This is good news and adds an additional layer of protection. As supply is limited, the Ministry is making available a maximum of two HEPA filters per residential site. Large sites with more than 20 residents should have a discussion with their appropriate Ministry contact to determine if additional HEPA filters may be required and orders may be adjusted for larger sites to go above the two HEPA filter maximum. Residential organizations that currently do not have a HEPA filtration system in place, can place an order through the existing MCCSS PPE web portal. There will be a proactive push in phase 1 to licensed children's residential sites and all VAW/anti-human trafficking and Indigenous Healing and Wellness Strategy sites. Guidance and information was shared in the September 14<sup>th</sup> memo from MCCSS. **(RE: MCCSS COVID-19 Updates – September 2021)**
- N95 Masks – currently in the process of transitioning suppliers for these masks. 3M is the Ontario based producer. With the introduction of a new product, this means there will be a need for more testing for users. Looking at leveraging the existing IPAC Champs around the province to ensure transition can happen and the expectation is every 2 years for N95 training.
- Antigen Testing – Health continues to define the protocols and this guidance has been made available. Significant vaccination information was shared by MCCSS September 13<sup>th</sup> & 14<sup>th</sup>. This included the '*Vaccination Policy Data Collection and Reporting Requirements*'. MCCSS will be providing flexibility around the implementation of this as the tool is not yet ready.
- MCCSS has been involved in discussions around what 'fully vaccinated' really means and changes to some definition is being worked on in way of 'essential Visitors'.

#### 'Other' Updates – ADM Gordon/MCCSS

- UR After Hours – a 'modified model' will be put in place the first of October. There will be a real time after hour's connection and DSO CE is playing this role. DSO will problem solve directly with police, use DSCIS, expand their role in terms of having information to reference, etc. Feel this is a good compromise based on what we have seen and learned.
- One of the foundational items via DS Reform is the costing study and this is close to being finalized. Focus is that this needs to include sector partner engagement and this is being built in and looking forward to working with our expert partner in DS. The reference group will continue with a slightly different mandate by providing advice and progress on the overall DS Reform plan. Will look at status and advice on a go forward perspective and appropriate engagement. Each project will be tailored to ensure the right expertise and voices are there. This will vary dependant on the work.
- Life Stabilization – MCCSS have been speaking with their colleagues in the Ministry pertaining to the 'Life Stabilization' initiative. At this point, it is looking like they will be coming forward in November to talk more about this work and connect with *Journey to Belonging*.

#### Q&A/Open Discussion

Ann B.

- 1) *Vaccination Policy Data Collection and Reporting Requirements*- what are we reporting on as stats could be skewed?
  - Rupert said we will need to watch for the 'data definition' as there is opportunity to improve data collection.
- 2) *Single Employer* - currently our policies do not mandate staff to be double vaccinated and what does this mean from a legal perspective.
  - Rupert shared that that it has always been possible for people to work for both school board and/or DS and/or LTC. And it is difficult for him to say what this means from a legal perspective and that we are not the only sector with this concern/issue.
- 3) *Rapid Antigen Testing and guidelines* – it is unclear if it is mandatory for the employer to have to provide the time/pay to do this and what is the obligation?
  - Rupert said if an employee is unable to make a particular date for RAT, is there something in the regular regulations that can rationalize this?
- 4) N95: many organizations have fit testers, however do not use N95's. Would like to ensure IPAC Champs are still the contacts.
  - Christine K. said if you are already trained, there is no need to retrain. However there is a new pack and the testing will be on a different piece.
    - Not every part of the province has the same access to testers.
    - CLT has been assisting.
    - If fit testing and N95's are here to stay, how do we utilize IPAC Champs?  
Christine K. confirmed that it is okay for IPAC Champs to become fit testers. Due to the switch in manufacturers, come November, the ministry will be monitoring the switch over and follow up on those that have not ordered masks, etc.

Rupert wanted to share on behalf of the Minister, her personal awareness of our ongoing partnership and her gratitude for the extraordinary efforts that people have been providing.

### **THE MINISTRY REPRESENTATIVES LEFT THE MEETING AT THIS POINT**

#### **Updates on Take-Aways from the Committee Members**

##### **DS Sector Vaccine Preparedness 'Ad-Hoc' Committee – Lorrie/Bryan**

- Janet shared her concern around the vaccine passport certificate and supported people potentially not having access to a mobile app for the required proof.
- Lorrie shared some highlights from the Vaccine Group and conversations:
  - Around the submission of data, interested in knowing what the data will be used for. Hoping it will be used to advocate better than what we saw during COVID and to assist the DS Sector, as it is believed that there was some valuable data lost related to DS.
  - Ongoing costs of maintaining protocols around use of RAT, etc.
  - IPAC – much work has been given in this area and one of the pieces is the intensity of the leads coming out of health and hospitals and the challenges to line up with this.
  - Provincial passport and conversations around how we are handling this

- Ann B. said the 'stats' piece is not clear around students, board members, etc., and could be skewed based on Administration vs. Residential. This goes back to what the data is used for. Another concern is around the second employer rule and using the term 'double vaccinated'. There is confusion in that people who work at other employers that are not DS (ex: school board) and are doing RAT, is there an expectation with the single employer rule to be double vaccinated, etc.

#### PN-HR Committee

OADD; PN-HR and OASIS Collaborative Conversations - Lisa

- Presented the idea of alignment of this group with the Work Force Initiative subcommittees and there may be room to do this.

DS Workforce Initiative

- Ann B. shared that things are well underway with comprehensive work plans shared at the Steering Committee yesterday. This is the place mat to 'Journey to Belonging' and there are other Work Force Initiatives that will be important over the next 10 years. ***(Work Plans included with the circulation of the minutes)***

Cultivating Community Wellness:

- Michelle – A presentation was made to the CoP around initiatives with MH and Wellness and included CAMH and the ECHO Program. Starting to draw on expertise in these areas and excited about the next stages and branching out as a whole. Also excited about the partnership with ParticipACTION and engaging people in a healthier life style as this brings a different atmosphere and culture to the workforce and impacts to service recipients. ParticipACTION is extremely good at collecting data and this will assist in various ways. ***(slide deck included with circulation of minutes)***
- ***Ann B. will prepare and share a statement with this group for request to provide further funding under the Workforce Initiatives.*** The PN budget is currently sitting at approximately \$100K.
- Ann-Marie said she met with a broker that is helping to source out the 2022 HR Forum and looking at doing some comparative pricing around a hybrid model. More to come on this.
- Satisfaction Survey – Michelle suggested that we look at doing a touch base with the 4 agencies and invite Holly and Yona back with the roll out plan.

Financial Literacy – Ann B.

- Ann B. said that nothing has been received from Christine K. as yet, however discussion was had on what is required for this initiative. We want to ensure there is a need to delve into this prior to spending the time and energy on whether there is a requirement for 'financial literacy' in the sector.
- Janet understood that OASIS, via OBRC, was going to take this on. Trevor shared through OBRC and Ivey that a curriculum is being put together and the goal for delivery with Ivey is in the Jan/Feb 2022 timeframe. Trevor confirmed that the \$60K funding provided to PN from MCCSS will be utilized for this initiative.
- Ann B. agrees with the funds being utilized as long as there is a curriculum that can be offered and will circle back with Eugene on this.

Fall Forum – Ann-Marie/Michelle B.

- A 'Save the Date' was shared with networks for November 1<sup>st</sup> & 2<sup>nd</sup>, 2021
- Registration opened early this week. Some confusion around individual vs. group registration.

- Will be putting together a one-pager for those involved for bio's, etc.
- At time of registration, there is a request for feedback to assist with planning and insight to what people would like to talk about in this forum and future forums.
- No word back from the Minister on attendance as yet.

#### Labour Challenges – Dave F. – OASIS Labour Relations

- Next call is on Monday with 3 unions in attendance and anticipate that vaccination will be the main focus of discussion.
- Rupert's office reached out and a call will be scheduled re: Coordinated Bargaining on October 6<sup>th</sup>.
- The concern around letters from CUPE pertaining to 'Day Programs' that agencies have been receiving was taken to the OASIS board. This is with the OASIS Government Relations and Communications committees to work on messaging. Jonathan confirmed that discussions took place with Brad S. and Chris B. and working on a toolkit with key messaging around reimagining day supports. Hoping to have this ready for early October.
- Dave F. said there was a letter that one agency used in collaboration with Pooran and Andy S. was going to reach out to see if Pooran would agree to agencies utilizing this.
- Another item was 'what happens as of today' when single employer status is lifted, and will staff still be protected. The opinion from Hicks Morley is 'if staff are not vaccinated and choose to work at another agency, the employer must protect them'. Dave shared that his organization is frustrated in trying to manage through this and not being able to move forward.

#### Compensation Survey for Sector

- Trevor McGregor, from OASIS shared that the 'Compensation Survey' is complete, and this was brought to the OASIS board last week. A decision was made to not release the results to participants at this time due to some confusion that this could be used as a comparison and/or lobbying tool. The compensation report is an internal tool for each organization to assess where they stand in comparison to agencies around the province. Where there is a lot of information, it could be counter-productive around the wage enhancement. There is some train of thought that later in October or early November this could be shared via a webinar with the participating agencies and for questions to be asked and addressed.

#### ONTrac

- Janet shared that the committee continues to work to get things on track. The Ministry seems to genuinely believe in the things that we are excited about and that align with the 'Journey to Belonging' and 'ONTrac' initiatives.
- Working on a costing model with the ministry. Nothing new at this point and ONTrac remains a committee of PN and keeping an eye on the modernization work. Jo-Anne echo's Janet's optimism and feels the Minister is very supportive.
- ***Michelle will follow-up with Rupert to see if a representative can hold a seat at the Reference Group and how we can tie in.***

#### QAM Reference Group - Updates

- Dean shared that most of the conversation was around IPAC Champions and who needs to be involved. Sandy Stemp and Susan Bisailon provided some great information, and the takeaway from this is that it is not as easy for one small group making the suggestions and the need for PHU's, Health and DS to work together and confirm what exactly we are trying to achieve.

- Jo-Anne is curious if there will be an opportunity to revisit some of the current standards/indicators. Dean thinks Sandy and Susan are taking this back to their provincial groups.
- There was also opportunity to talk about reoccurring bathing protocols.
- At the end of meeting the following was put on the radar: issues relative to visits with optometrists and relative to QAM and the challenges with ODSP. Immediate answer was as long as we are capturing this it should not be an issue at compliance. This is broader than just optometrists, it is also dental care and the refusal to accept government benefits. Bryan said this is really more about equity and access to health and not to frame this about QAM. The question is what techniques or systems we can pull together to ensure access to healthcare and the fact that some cannot pay for it. This goes beyond QAM and ODSP and benefits, etc. This is a right of a citizen to have access to healthcare. Jo-Anne has been experiencing the same situation; however, dentists are not denying appointments, but requesting full costs be paid up front. She contacted insurance and they will not allow for payment up front and reimbursement via the ODSP insurance structure.
- Michelle asked if we should send this as a collaborative letter to someone around equal access to health coverage. **Jo-Anne will share the letter sent to her MPP with Bryan.**
- Michelle said when meetings around QAM Bathing Protocols started, there was hesitation to have a full QAM Reference Group again. In speaking with Rupert and the presentation provided by the Compliance department, a request to do a call for participation was requested at that time if we are going down the path. Janet said, historically, we need to ensure a balanced participation/membership of people that know the affect and understand the ramifications and impacts of managing risk around an institutional approach. Michelle agrees with the need to ensure we have people from a high level implementation.

## Other

### DSW Program Funding- Ann B./Ann-Marie

- No updates at this time. Working with Fanshawe and will report on an update at the next meeting.
- Dave F. shared that health has put out a Community Commitment Program to attract RN's/RPN's to work in hospitals, LTC and HCC agencies with a \$10K incentive in exchange for a 12 month commitment. Dave has been meeting monthly with Jeremy Roberts and shared with him that if this continues, along with the \$5K PSW incentive program that was pushed out earlier for LTC/Retirement homes, staff issues will escalate quickly and we need to continue to push this in terms of equity.
- Michelle said with the significant work of the HR Strategy to professionalize our workforce, we do not want to see these diluted programs that fast tracked. In conversations with the Minister, they are looking at using the apprenticeship program but need to look at this further. On top of this having opportunity for stabilization and retention, etc. Focus is on recruitment piece at this time.
- Ann B. is hearing that with the bonuses/incentives that this has created labour issues within the LTC's for those who have been around for a while. Curious how this will pan out on the nursing side as well. **Michelle will connect with Christine K. on statistics around this.**

- Thank you to Jo-Anne and Lisa for sharing the 'one-pager' around RAT and the links to place on RXC.
- On a visit with CL Toronto, the Minister recognized ConnectAbility and the work throughout the province and some funding was received to assist families in terms of navigating the site and to assist with webinars.
- Michelle said there are discussions around a website for PN and having something as a base for all areas of expertise to understand how PN works. There are preliminary discussions on this. Ann-Marie has put forth a request for quote on this and to see if this could possibly link with the WFI and the RFP for the marketing company as well.

#### Co-Creation of Community of Practice

- How to best support people during the day - No updates at this time. Next meeting is the end of October. On September 29<sup>th</sup> the Provincial E.D. Group is hosting an AGM with presentations on TAY; LTC; and premature/inappropriate admission; People Minded Business; presentation on COP, Pre-recorded message from Minister Fullerton. etc.
- Will find out from ED's what they want to see in terms of future directives.
- Funding for the CoP will continue for another 2 years.

#### Life Stabilization - *DEFER*

- Link to a presentation re: Life Stabilization: [https://www.omssa.com/docs/1-What\\_is\\_Life\\_Stabilization.pdf](https://www.omssa.com/docs/1-What_is_Life_Stabilization.pdf)
- This was touched on above by Rupert under the 'MCCSS Updates'

#### Terms of Reference – Review - *DEFER*

- Discussion re: Committee / Centralized Approach
- We could look at a face-to-face/hybrid meeting if space is available to review the ToR.
- Members agree to look at this in the new year and this could go hand in hand with the new 'website' discussion

#### Emerging Issues/Questions – All Members

- Lisa shared a reminder that the RAT webinar is Friday at noon to help agencies address issues around RAT and 'vaccine policies'.

#### Next Calls/Meetings:

- **Next PN 'Briefing Call':** October 6<sup>th</sup>, 2021 @ 2:00pm
- **Next PN 'Regular Meeting':** October 28<sup>th</sup>, 2021 @10:00am

**Adjournment 11:50am**