

# Expert Advisory Panel on Long Term Care

Update - September 2019



In January 2019 the Department of Health and Wellness received a report from the Minister's expert advisory panel on long-term care. The panel made 22 recommendations on how to improve the quality of long-term care in the province. The panel specifically recommended nine of those recommendations be underway within 6 months of the Department receiving the report. The Department has completed work on five recommendations, with progress being made on all short-term recommendations. \$5 million has been committed to date to act on the panel's recommendations.



**Grey Check:**  
Some work is ongoing

Recommendation		Timeframe	Complete	Work Underway	Approach being assessed
<b>Invest in Human Resource Capacity and Enhance Staff Mix</b>					
1.1	Hire temporary LTC Assistants to support the care team with residents' activities of daily living.	Short-term	✓		
1.2	Assign one full-time LPN to Residential Care Facilities.	Short-term		✓	
1.3	Build sector pride by communicating the unique and diverse skills required to work in the LTC sector.	Short-term	✓	✓	
1.4	Expand access to Allied Health providers that is equitable across the sector and province.	Medium-term		✓	
1.5	Increase the utilization of Nurse Practitioners (NPs) in LTC.	Medium-term		✓	
<b>Attract and Grow a Healthy Workforce of Staff Who Feel Supported</b>					
2.1	Bring back the CCA bursary program to support CCA recruitment.	Short-term	✓		
2.2	Recognize the unique skills needed to have a viable long-term career in LTC.	Short-term		✓	
2.3	Examine methods of CCA education and curriculum, specifically with reference to LTC environments and hands-on experience.	Medium-term		✓	

<b>2.4</b>	Develop a Provincial Recruitment and Retention Strategy for workers in this sector.	<b>Medium-term</b>			
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**Optimize Care-Team Capacity and Knowledge by Increasing Their Skills and Improving Resident Quality of Care**

<b>3.1</b>	Implement the recommendations from the NS Long Term Care Pressure Injury Prevention Strategy (2018).	<b>Short-term</b>			
<b>3.2</b>	Develop a sector-wide strategy for LTC primary care coverage.	<b>Short-term</b>			
<b>3.3</b>	Establish a "train the trainer" multidisciplinary bedside program (e.g. wound care) to ensure staff have the practical training needed to observe and respond to resident needs.	<b>Medium-term</b>			

**Improve Transitions of Care for Residents and Their Families**

<b>4.1</b>	Develop and implement a communication campaign to raise public awareness about access to, and the important role of, long term care facilities.	<b>Short-term</b>			
<b>4.2</b>	Plan appropriately for transition to and navigation in accessing LTC facilities.	<b>Medium-term</b>			
<b>4.3</b>	Establish Behavioural management unit(s) in each zone to support residents experiencing responsive behaviours	<b>Medium-term</b>			

**Improve System Performance and Optimization**

<b>5.1</b>	Establish a temporary arms-length committee to continue the dialogue concerning models and best practices to improve LTC and reduce fragmentation.	<b>Short-term</b>			
<b>5.2</b>	Consider establishing a "hub of community care" to optimize and mobilize resources from across the continuum of care within a community.	<b>Medium-term</b>			
<b>5.3</b>	Investigate the use of RCF facilities by repurposing vacant licenced beds to provide convalescent and rehabilitation care.	<b>Medium-term</b>			
<b>5.4</b>	Dedicate space and specialized programming specifically for young adults.	<b>Medium-term</b>			
<b>5.5</b>	Acquire better data and information to drive system action and decision making.	<b>Medium-term</b>			
<b>5.6</b>	Invest in equipment and technology to ensure the safety of resident and staff.	<b>Long-term</b>			
<b>5.7</b>	Review and modernize legislation.	<b>Long-term</b>			

SHORT-TERM Recommendation		Timeframe	Complete	Work Underway	Approach being assessed
<b>Invest in Human Resource Capacity and Enhance Staff Mix</b>					
1.1	Hire temporary LTC Assistants to support the care team with residents' activities of daily living.	<ul style="list-style-type: none"> <li>Job description developed through engagement with the sector.</li> <li>Facilities can begin hiring.</li> </ul>	✓		
1.2	Assign one full-time LPN to Residential Care Facilities.	<ul style="list-style-type: none"> <li>Exploring use of telehealth options to support medication reviews by an LPN.</li> <li>Analysis underway to better understand care needs of residents.</li> </ul>		✓	
1.3	Build sector pride by communicating the unique and diverse skills required to work in the LTC sector.	<ul style="list-style-type: none"> <li>Phase One: Developed a marketing plan and launched a campaign to raise awareness about the opportunities available for careers in Continuing Care.</li> <li>Phase Two: Broader marketing plan to raise awareness and interest is under development.</li> </ul>	✓	✓	
<b>Attract and Grow a Healthy Workforce of Staff Who Feel Supported</b>					
2.1	Bring back the CCA bursary program to support CCA recruitment.	<ul style="list-style-type: none"> <li>Bursary program announced in July.</li> <li>95 bursaries were awarded through Nova Scotia Community College (NSCC) and 6 through Université Sainte-Anne to students enrolled in the Continuing Care Assistant program.</li> <li>Th bursaries were awarded at 11 NSCC campuses and 3 Université Sainte-Anne campuses.</li> </ul>	✓		
2.2	Recognize the unique skills needed to have a viable long-term career in LTC.	<ul style="list-style-type: none"> <li>Marketing plan under development (linked to 1.3).</li> </ul>		✓	
<b>Optimize Care-Team Capacity and Knowledge by Increasing Their Skills and Improving Resident Quality of Care Supported</b>					
3.1	Implement the recommendations from the NS Long Term Care Pressure Injury Prevention Strategy (2018).	<ul style="list-style-type: none"> <li><a href="#">Wound Management Policy</a> approved and available online.</li> <li>Public reporting of pressure injury data online.</li> <li>Pressure injury toolkit and educational posters available to facilities.</li> <li>Education for staff, including an education day in each zone and on-site training.</li> <li>Updated list of Pressure Injury prevention and management supplies available to facilities.</li> <li>\$1.68M agreement with the Canadian Red Cross to allow LTC facilities to access equipment like special air mattresses and pressure redistribution cushions easier and faster.</li> <li>Investment in new ceiling lifts to help LTC staff move residents more safely.</li> <li>Grant funding provided to Northwood and Villa St. Joseph for collaboration with Wound Care Clinicians who visited facilities across the province to train staff and assess residents.</li> <li>Work is underway to hire clinicians under the provincial Wound Care Program.</li> </ul>	✓	✓	
3.2	Develop a sector wide strategy for LTC primary care coverage.	<ul style="list-style-type: none"> <li>Working with the Nova Scotia Health Authority (NSHA) to better understand the current state of primary care coverage in LTC facilities and to develop a provincial framework.</li> </ul>		✓	

## Improve Transitions of Care for Residents and Their Families

4.1

Develop and implement a communication and awareness campaign.

- DHW will collaborate with NSHA to leverage work underway to improve transitions between home and long-term care.



## Improve System Performance and Optimization

5.1

Establish a temporary arms length committee to continue the dialogue concerning models and best practices to improve LTC and reduce fragmentation.

- Advisory panel members have agreed to remain as advisors.
- DHW has engaged with sector representatives to establish ways to continue to provide feedback and share knowledge.

