

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
Invest in Human Resource Capacity and Enhance Staff Mix				
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		✓
Attract and Grow a Healthy Workforce of Staff Who Feel Supported				
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		✓

2.4	Develop a Provincial Recruitment and Retention Strategy for workers in this sector.	Medium-term		✓	
Optimize Care-Team Capacity and Knowledge by Increasing Their Skills and Improving Resident Quality of Care					
3.1	Implement the recommendations from the NS Long Term Care Pressure Injury Prevention Strategy (2018).	Short-term	✓	✓	
3.2	Develop a sector-wide strategy for LTC primary care coverage.	Short-term		✓	
3.3	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.	Medium-term			✓
Improve Transitions of Care for Residents and Their Families					
4.1	Develop and implement a communication campaign to raise public awareness about access to, and the important role of, long term care facilities.	Short-term		✓	
4.2	Plan appropriately for transition to and navigation in accessing LTC facilities.	Medium-term		✓	
4.3	Establish Behavioural management unit(s) in each zone to support residents experiencing responsive behaviours	Medium-term			✓
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.	Short-term	✓		
5.2	Consider establishing a "hub of community care" to optimize and mobilize resources from across the continuum of care within a community.	Medium-term		✓	
5.3	Investigate the use of RCF facilities by repurposing vacant licenced beds to provide convalescent and rehabilitation care.	Medium-term		✓	
5.4	Dedicate space and specialized programming specifically for young adults.	Medium-term		✓	
5.5	Acquire better data and information to drive system action and decision making.	Medium-term		✓	
5.6	Invest in equipment and technology to ensure the safety of resident and staff.	Long-term		✓	
5.7	Review and modernize legislation.	Long-term		✓	

Short-Term Recommendation	Timeframe	Complete	Work Underway	Approach being assessed
Invest in Human Resource Capacity and Enhance Staff Mix				
1.1 Hire temporary LTC Assistants to support the care team with residents' activities of daily living.	<ul style="list-style-type: none"> Job description developed through engagement with the sector. Facilities can begin hiring. 	✓		
1.2 Assign one full-time LPN to Residential Care Facilities.	<ul style="list-style-type: none"> Exploring use of telehealth options to support medication reviews by an LPN. Analysis underway to better understand care needs of residents. 		✓	
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"> Phase One: Developed a marketing plan and launched a campaign to raise awareness about the opportunities available for careers in Continuing Care. Phase Two: Broader marketing plan to raise awareness and interest is under development. 	✓	✓	
Attract and Grow a Healthy Workforce of Staff Who Feel Supported				
2.1 Bring back the CCA bursary program to support CCA recruitment.	<ul style="list-style-type: none"> Bursary program announced in July. 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. The bursaries were awarded at 11 NSCC campuses and 3 Université Sainte-Anne campuses. 	✓		
2.2 Recognize the unique skills needed to have a viable long-term career in LTC.	<ul style="list-style-type: none"> Marketing plan under development (linked to 1.3). 		✓	
Optimize Care-Team Capacity and Knowledge by Increasing Their Skills and Improving Resident Quality of CareSupported				
3.1 Implement the recommendations from the NS Long Term Care Pressure Injury Prevention Strategy (2018).	<ul style="list-style-type: none"> Wound Management Policy approved and available online. Public reporting of pressure injury data online. Pressure injury toolkit and educational posters available to facilities. Education for staff, including an education day in each zone and on-site training. Updated list of Pressure Injury prevention and management supplies available to facilities. \$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. Investment in new ceiling lifts to help LTC staff move residents more safely. 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. Work is underway to hire clinicians under the provincial Wound Care Program. 	✓	✓	
3.2 Develop a sector wide strategy for LTC primary care coverage.	<ul style="list-style-type: none"> 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. 		✓	

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.

