

Valley Manor

Matters



Newsletter of Valley Manor – Barry's Bay, ON - Spring 2023

A MESSAGE FROM THE CEO – Trisha DesLaurier

We join Spring as it breathes new life into the earth, embracing all parts of the transformation, while recognizing our beautiful beginnings. We find gratitude in the strong roots that Valley Manor has nurtured. Winter is on its way out and that means it's time for new beginnings, growth and a fresh spring update about Valley Manor.

Three years ago, this Spring, COVID-19 was declared a global pandemic by the World Health Organization. Reflecting back, we sure have all been through many changes, challenges and tribulations. There is much to reflect on and be thankful for, especially the community and families wrapping their arms around our home and keeping us in their prayers.

I truly believe that the worst is behind us and that the best is yet to come. We have come through this stronger, with many lessons learned which will help our staff and healthcare partners grow and continue to be resilient.

In this edition of Valley Manor Matters, I am providing you with the most recent redevelopment update.

I am also happy to report that Valley Manor now has a newly formed Family Council. They have had several meetings so far this year and are working hard on developing their terms of reference and the structure of the meetings. Many of our leadership team members, including myself have participated in their monthly meetings and it has been enlightening to work along side the council as they navigate their path forward. Please contact Lisa Yantha in Activities if you would like to contact the Family Council Chair Shari Shulist for more information.

I have been extremely busy with the leadership team working on the new Fixing Long Term Care Act which was proclaimed into force in April 2022. This new Act contains many new regulations for improving long term care. Valley Manor is well positioned with the new regulations and the team is working through each new regulation to ensure that the changes are in place. Phase 1 of the changes which I am currently work on are:

1. Enhancing emergency planning requirements to support greater sector preparedness in the event of an emergency, including outbreaks, epidemics and pandemics.
2. Defining "caregiver" and requiring all long-term care homes to have a visitor policy that respects the Residents' Bill of Rights and ensures that caregivers continue to have access to long-term care homes during an outbreak.
3. Updating palliative care requirements to align with a shift in practice towards an approach that is not solely focused on end-of-life care.
4. Expanding and clarifying infection prevention and control (IPAC) roles and requirements to improve resident safety and quality of life.

5. Defining the calculation method for direct care targets as part of the commitment to increase the system average of direct care provided by nurses and personal support workers to four hours per resident, per day in four years, and to increase the system average of allied health care to 36 minutes per resident, per day.
6. Clarifying the roles/responsibilities of Medical Directors to improve oversight and increasing the required number of hours that Medical Directors must be onsite.
7. Additional protections for whistleblowers.
8. Enhancing the Continuous Quality Improvement Strategy.

If you require further information regarding the new Long Term Care Act, please visit <https://www.ontariocanada.com/registry/view.do?postingId=40508>

I hope you find our Spring newsletter both enjoyable and educational

Wishing you a springtime filled with light and joy!

Redevelopment Update Spring 2023

It has been a very busy start to the year at Valley Manor on the redevelopment front. The year started on January 9th with an onsite redevelopment meeting with MPP John Yakabuski and Parliamentary Assistant to the Minister of Long-Term Care MPP John Jordan to review the redevelopment work completed to date for Valley Manor and review the new funding methodology which was announced in November 2022.

Discussion and planning for the next steps of the project are well underway while a tour of the facility and a detailed presentation were provided. The status of the redevelopment, the funding challenges to date and fundraising were the key topics reviewed.

A second redevelopment “Refresh Kick Off Meeting” took place on January 30th with the Renfrew County Warden Peter Emon, MPP John Yakabuski, Colliers Project Leaders, Hobin Architects, Valley Manor’s Board and Executive.

John Yakabuski and Peter Emon agreed to work closely with Valley Manor to expedite the project and they both recognize the unique situation that Valley Manor is in in terms of being a rural, isolated located.

As you will see in the diagrams provided, Valley Manor has surpassed many key milestones and the next steps are to amend the current plans to include additional IPAC measures related to the pandemic into the redevelopment planning and finalize the financing piece before final submission to Ministry before tender.

Valley Manor also has plans to meet with the Municipality and the new Councillors before Spring in order to provide them with the most current updates and key milestones.

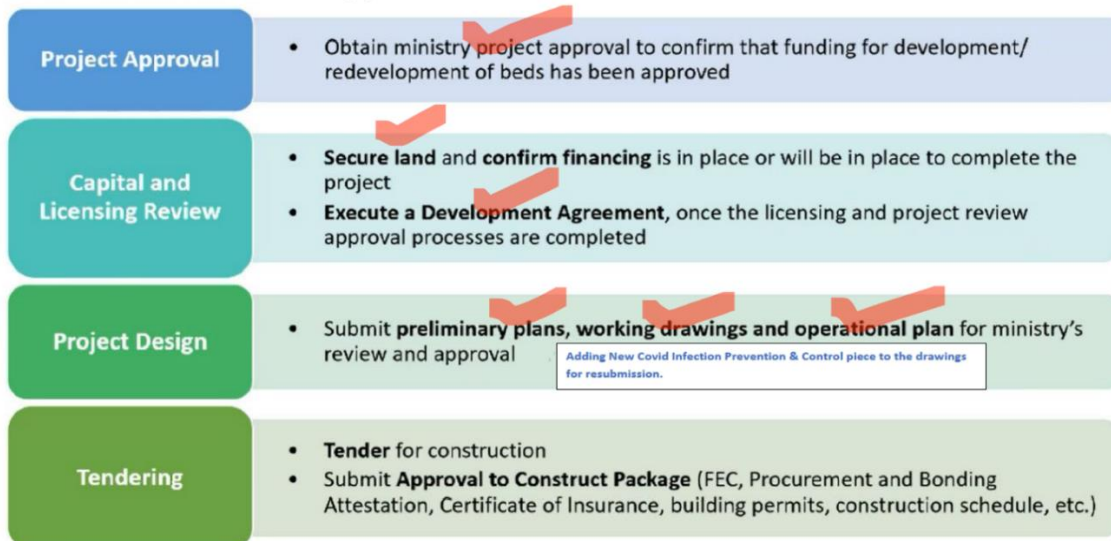
On November 25, 2022, the Ministry of Long-Term Care introduced a fixed, time-limited funding supplement to the existing CFS of up to \$35 per bed, per day for 25 years for eligible projects. This supplemental CFS is intended to support projects such as Valley Manor where funding has been identified as one of the main barriers to starting construction and to accelerate the development and redevelopment of long-term care beds across the province. One of the key policy changes is to

allow non-profit operators to convert up to \$15 of the CFS supplemental funding into a construction grant which will be payable at the start of construction. This measure increases projects' upfront equity which will help non-profit operators secure the financing they need to support their development projects.

The CFS supplemental funding increase is available to eligible for-profit and non-profit operators that can demonstrate readiness to start construction and attain approval to start construction between April 1, 2022 and August 31, 2023. Operators were required to complete and submit the Statement of Readiness form template by December 20, 2022 to be considered for funding. Valley Manor submitted their Readiness Assessment to Ministry in December 2022 to ensure their project remains in the que regardless of any financial gaps or local construction challenges.



What's Needed to Get An Approval to Construct?



Private and Communal Spaces

- **Bedroom size and configuration**
- **Ensuite washroom storage**
- **Vestibule storage (PPE)**
- **Styling station (RHA spa)**
- **Dining room size and expandability into adjacent spaces** (physical distancing)
- **Lounge, program, activity space** (physical distancing and cohorting)

Support Services

- **RHA storage (PPE)**
- **RHA personal laundry room (IPAC)**
- **Technology within low-voltage systems**

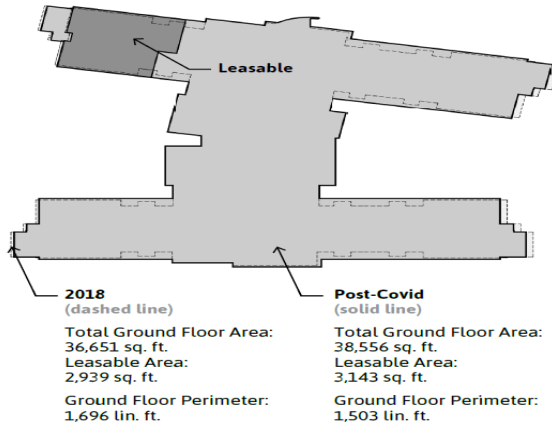
Community Spaces

- Reception
- **Screening space**
- Front room
- Worship and pastoral care spaces
- Health club/physiotherapy room
- Hair salon
- Boardroom

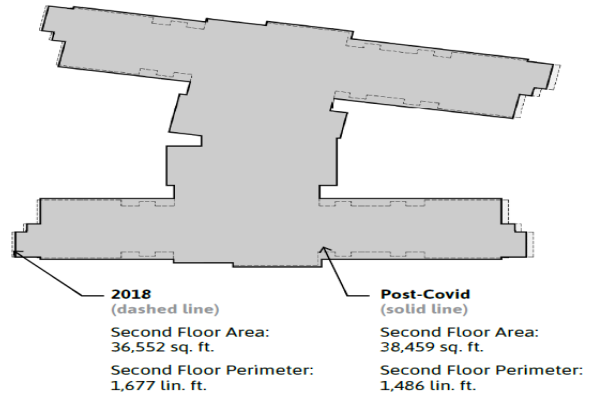
Support Services

- Offices
- Meeting spaces
- **Staff amenity spaces**
- Central kitchen
- **General stores**
- Central housekeeping rooms
- **Laundry support spaces**
- Receiving
- **Waste management rooms**
- Building services workshop
- **Building systems rooms**

Ground Floor



Second Floor



Note: This is based on the sample unit layouts and will need to be updated with Valley Manor post-Covid suite layouts



Administration and Education Coordinator

**New team
member!**



Mary Miltimore

I started with Valley Manor in December of 2022 filling the role of administration and education coordinator. I am looking forward to becoming a valuable member of the team here at Valley Manor. My proudest success personally is being the mom to 3 children (Veronica, Rayanna and Gavin) and the step mom to 3 children (Kaleb, Charlotte and Kaitlyn). I have been married to my husband Jeff since 2015, he is an active-duty military personnel now stationed at CFB Borden. I am also the mom to 3 dogs, 4 cats and enjoy one of our most loved hobbies in fish keeping. We moved to Renfrew County in 2013 and then made the move to Golden Lake in July of 2020.

I have spent the last 4 years as the Arnprior Family Health Team/Family Health Organization as their administrator/coordinator in primary care. This was a fast-paced role that allowed me the opportunity to grow my skills in HR and training of staff. When the pandemic started, the FHT partnered with community paramedics and other community organizations to start VTAC, and I was charged with the task of onboarding of the physicians for the initiative. I am pleased to say that I had the honor to participate and help organize the community covid vaccine clinics. The involvement in the Covid vaccine clinics allowed me to build partnerships with community organizations all working together and pivoting as needed to ensure we followed the most recent Public Health guidelines and supporting the community ensuring as many people who wished to receive their Covid-19 vaccinations. Previous to that, I worked in trauma response sending mental health professionals to Nunavut and the Northwest Territories to provide support to communities after an event. This role allowed me to learn about the communities and people in Nunavut and Northwest Territories'. It allowed me to learn about their unique lifestyles, and the challenges that are faced with living in those communities.



Director Care Coordinator at Valley Manor



Jason Smith RN

New Team Member!

I am pleased to introduce the *Direct Care Coordinator* at Valley Manor. Jason Smith was hired into this role in December 2022. Jason has been provided an extensive orientation in efforts to promote success, comfort and investment of self into his new position.

Jason will be responsible for leading the Ministry of Health mandated programs for Long-Term Care Homes. These programs include Skin & Wound Care, Falls Prevention & Management, Continence Care & Bowel Management, Pain Management and Palliative & End-Of-Life Care. Jason is also assisting with the Medical Records program.

Each mandated program is being introduced to Jason at the rate of approximately one per month. Jason is supported by the Leadership Team, the nursing department and all staff at Valley Manor. Jason also provides coverage as Charge Nurse as required.

Education has been provided on Palliative Care and PIECES assessments. Jason is also being armed with education on all the Clinical Support Tools that support extensive and standardized assessments for each program under his leadership. Jason has also voiced interest in Nursing Leadership courses as well as the Administrator education.

When I approached Jason to gather more information to submit in this newsletter, Jason offered to send me information via email. I advised it would be appropriate for residents, staff, families and partners to learn more about him. Here is Jason's response:

"Living in Bancroft with his family, Jason enjoys the outdoors and is an avid 4-season ATV enthusiast. Aside from his 4-wheeler with tracks, his other passions include coffee and Caribbean food. Did you know that Jason frequently roasts green coffee beans sourced from Jamaica and makes his own Jerk seasoning?"

Formally trained in critical care, Jason's nursing roots stem from the Intensive Care Unit and Emergency Department. As a firm supporter of continuing education, Jason is completing an MBA degree that focuses on Human Resource Leadership. He is also an advocate of transformational leadership and a staunch patient advocate, and he looks forward to taking the lead with his career".

We warmly welcome Jason to the Valley Manor family. I invite you to introduce yourself to Jason when you see him in the halls! Jason is very approachable, and looks forward to learning more about the residents, families and staff.

Congratulations on your position, Jason! Submitted by Gail Yantha, Director of Care

Director, Finance & Human Resources

Stacey McDonald

New Valley Manor Massage Chairs and Your Health

Every day our staff, in all departments pour their heart and soul into providing above standard care to our residents. This was acknowledged last fall by Accreditation Canada, when they awarded our staff, through Valley Manor, Accreditation with Commendation status. What does that mean? It means Valley Manor, through our staff, exceeded the high standards of Accreditation Canada and you are to be *Commended* for that. But what comes first, the chicken, or the egg...the resident or the staff? Without the residents, there are no staff and without the staff, we cannot have residents.

In this issue of Valley Manor Matters, we are talking about ways in which Valley Manor values the health of our staff...you! You can't miss that last year, we purchased two large, fully body massage chairs. One is located in the main staff lunchroom and the other is located in the Fireplace Lounge. These were purchased through a generous grant Valley Manor received. We were required to submit our purchase requests for approval toward the betterment of employee health and well-being. According to the National Institute of Health (NIH) article, the highest frequency of non-biological health hazards from highest to lowest are stress, abuse, musculoskeletal injuries, and slips/falls. The article concludes that "When the HCWs are well, they are best able to connect with the care for patients [residents]". Historically, massage was once referred to more the physical loosening of stiff joints or improving blood flow. Today, massage still provides physical relief of symptoms, but we now understand it also provides a psychological calmness or wholeness. We think you will enjoy the benefits of a massage chair. Give it a try!

The same grant was also used to certify 8 staff members on Mental Health First Aide. The addition of this skill to our staff toolboxes, in addition to the Employee Assistance Program (EAP). EAP is free and anonymous to all staff. For more information on EAP at Valley Manor, please speak to your manager or myself.

We also show our staff appreciation every month. Each month at Valley Manor, we take the opportunity to thank each staff member. A list of the special days is below:

January - Feast of the Epiphany with a Polish buffet

February - Valentine Hearts and Sweetheart Cupcakes

March - Shamrock Shakes

April - Easter Eggs and a meal to staff working Easter Sunday

May - Taco Day

June - Ice cream Float Day

July - Ice Cream Sunday bar

August - Staff BBQ (outside)

September - Smile cookie week

October - Halloween Treats and a Thanksgiving dinner to staff working on Thanksgiving Day

November - Hunters Chili Fest

December - Employee Recognition for long service awards (5 - 50 years of service) and Christmas celebrations

Valley Manor celebrates our employees not for a day, or a week each year...we celebrate and value you every day.

Access EAP (Employee Assistance Program) 24/7 by phone: 1-844-880-9142 or www.workhealthlife.com

References: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6753812/>

Accreditation with Commendation Status

Valley Manor celebrates another successful 4-year Accreditation Award by earning Accreditation with Commendation Status. Commendation status means that the organization has exceeded and surpassed the fundamental requirements of the accreditation program.



Valley Manor Moves to Passive Screening

As of Saturday, April 1st 2023, Valley Manor will move to passive screening and changes to our vaccination policies will take effect. To help with the transition to passive screening we have created a self-directed screening tool.

Scan this QR code below using the camera on your smartphone to complete the self-directed, 4 question screening survey

Valley Manor Covid Screening



ActivityPro – New to Valley Manor, April 2023

Submitted by Lisa Yantha, Activities Director

Valley Manor implements a new computer charting system for Recreation Activities called “Activity Pro”

“ActivityPro is an excellent **computerized charting system** that collects and organizes resident participation levels and various therapeutic recreation activities offerings. ActivityPro generates risk reports, multi-month reports and showcases upcoming calendar programs on a friendly user dashboard.”

ActivityPro measures the quality of resident engagement, so you can truly evaluate residents’ progress in your LTC facility. Using ActivityPro it reduces paperwork and increases your efficiency in tracking and evaluating your activity programs.

Benefits of ActivityPro

Executives/Administrators

- Recognition as a leader in recreation programming.
- Gain insights to support your recreation team’s goals.
- Enhance family connectivity – reduce concerns – improve satisfaction.

Recreation Managers & Staff

- Reduce documentation time – more time with residents
- Save time managing, proving, and communicating what you do.
- Prove you make a difference in the lives of your residents.

Families & Residents

- A success-based model that encourages residents’ positive feelings of self worth and desire to stay active.
- Families can enjoy transparency into resident’s involvement and happiness.
- Provide comfort to families, knowing the quality of care.

We look forward to sharing more information and updates in a few months once our Activity staff adjust to the new system and input enough data to share reports.

The goal is to implement the Gold package which will include the “Family Portal” where we look forward to sharing photos/videos of residents.

Testimonial

“ActivityPro has help in the accountability of our department. WE are able to provide detailed reports to families so they see a visual as to what their family member is involved in. We can see residents at risk and prioritize their involvement or reassess why it is that they aren’t involved or choosing to be involved. It helps in planning for new initiatives and programs.”

Recreation Therapist

CMI – Case Mix Index - UPDATE

Submitted by Brandi Dombroskie, RAI-MDS Coordinator

For reference, the Case Mix Index is the numeric value (also known as CMI weight) assigned to a long-term care home and is used as a measure of the average care requirements of residents in that long-term care home. It is reflective of the relative resources predicted to provide care to a resident. A higher CMI means that such facility treated a significant number of resource-intensive patients which in turn results in a higher reimbursement rate for that facility.

Our current CMI for the 2022 3rd quarter (October, November and December) was 1.17. Our average resident census during this time period was 77 residents. The Valley Manor CMI remains above the regional (Champlain LHIN) and provincial averages. The average CMI for the region is 1.11 while the average for the province is 1.14.

Below is a comparative graph of the CMI trends for Valley Manor, Champlain LHIN and Ontario.

