
HALDIMAND COUNTY

Report GVL-03-2021 Student Placements at Grandview Lodge For Consideration by Council in Committee on May 11, 2021



OBJECTIVE:

To provide Council with an update on student placements at Grandview Lodge and to delegate authority to the General Manager of Corporate & Social Services, or designate, to authorize future student placement programs at Grandview Lodge.

RECOMMENDATIONS:

1. THAT Report GVL-03-2021 Student Placements at Grandview Lodge be received;
2. AND THAT authority be delegated to the General Manager of Corporate & Social Services or designate, to authorize student placement agreements with instructional institutions to provide placement programs at Grandview Lodge, subject to the terms as set out in Report GVL-03-2021.

Prepared by: Jennifer Jacob, Administrator, Grandview Lodge

Respectfully submitted: Cathy Case, General Manager of Corporate & Social Services

Approved: Craig Manley, MCIP, RPP, Chief Administrative Officer

EXECUTIVE SUMMARY:

Report GVL-03-2021 Student Placements at Grandview Lodge has been prepared to request delegated authority for the General Manager of Corporate & Social Services, or designate, to enter into agreements with varied instructional institutions that provide student placements at Grandview Lodge as part of their curriculum.

BACKGROUND:

Successful completion of an educational program for healthcare-related professions require that students receive passing grades and complete a specified number of hours of clinical based practicum work. There are many settings in which students studying healthcare professions may acquire clinical experience associated with their program of choice including, but not limited to, community health settings, hospitals, clinics, and long-term care settings.

Historically, Grandview Lodge has welcomed students from the following health professional programs: physician, nursing, practical nursing, physiotherapy, occupational therapy, therapeutic recreation and personal support worker. The clinical practicum consists of the application and ongoing learning of theoretical knowledge and clinical skills often learned in a skills lab and is facilitated by either an instructor of the educational institution or a qualified, designated staff member- preceptor. It is not uncommon for programs to require multiple placements throughout the learning cycle, with growing accountabilities associated with each placement as a student progresses through the program's curriculum. Student placements are typically unpaid and are a requirement to graduate from the program.

Recently the province launched '*A Better Place To Live, A Better Place To Work: Ontario's Long-Term Care Staffing Plan*', based on guidance from multiple partners, organizations, associations, residents and families, the Staffing Study Advisory Group and interim recommendations from Ontario's COVID-19 Commission. At the centre of this plan is the government's commitment to increase the hours of direct care for residents to an average of four (4) hours per day over four years. This will require the education and training of new professionals to fill the more than 27,000 full-time equivalent jobs which will be needed to reach this standard. To implement this plan, the government will be investing up to \$1.9 billion annually by 2024–2025.

It is expected that in the future healthcare student placements in long-term care homes may be incentivized to grow resources within the sector. As an example, the Provincial Government introduced a new initiative to provide paid placements to PSW students. Under the current program there will be no cost to host sites as the Ministry of Health will be fully funding this initiative. Grandview Lodge has been approached to enter an agreement with Niagara College for PSW placements later this year. Approval of this report would allow for staff to execute the necessary agreement for this particular opportunity, and future similar opportunities.

It is reasonable to assume that similar initiatives may be offered to students enrolled in health care professions other than the PSW designation to promote growth within the long-term care sector. This report also addresses an efficient solution for future placement program opportunities.

ANALYSIS:

As placement program opportunities arise, each one is reviewed independently to ensure the following principles and benefits are met prior to considering entering an agreement with the placement institution:

Benefits to having students at Grandview Lodge:

- Increases exposure of the home to potential job applicants.
- Contributes to the growth and development of health human resources within the sector.
- Promotes staff engagement, growth and development of leadership skills.
- Exposure to new or efficient ways of work.
- Provides opportunity for greater resident engagement and enhances the level of care.

No cost to the County:

- Student placements are not typically compensated.
- Compensation is only done through government supported initiatives and does not negatively impact the County's budget, tax levy or reserves.

No negative impact on existing approved staff complement:

- Student placements are not considered employees and do not count toward the approved staffing levels of the home.
- Student placements enhance the staffing complement and are not considered when building schedules. As such, negative impact to our unionized members is avoided and the integrity of the respective collective agreements is maintained.

Minimal associated risk:

- WSIB is covered by placement institution.
- Satisfactory insurance certificate provided by placement institution.
- Extensive mandatory training program specific to Grandview Lodge in place for student placements prior to starting their clinical practicum.

Based on the above criteria being met satisfactorily, staff are recommending that placement opportunities be approved through delegated authority, by the General Manager of Corporate & Social Services, or designate, rather than bringing forward a report to Council each time an opportunity arises. Ensuring that the above criteria are met allows for a mutually beneficial arrangement with teaching institutions. It also provides for an expedient response to the placement institution, allows plans to be finalized efficiently, and offers a degree of protection to the municipality from a risk management perspective.

FINANCIAL/LEGAL IMPLICATIONS:

Not applicable.

STAKEHOLDER IMPACTS:

Not applicable.

REPORT IMPACTS:

Agreement: Yes

By-law: No

Budget Amendment: No

Policy: No

ATTACHMENTS:

None.