



Provincial Network Meeting Minutes

March 17th, 2022

10:00am via BlueJeans

PN ATTENDEES

Michelle Brooks (Chair); Janet Noel-Annable (CH); Ann Bilodeau (PNHR); Chris Beesley (CLO); Dave Ferguson (OASIS); Dean Johnson (CNSC-O); Eugene Versteeg (PNHR/CH); Brian Swainson (GLS); Don Walker (Mary Centre); David Cohen (Faith, Culture & Inclusion); Lisa Holmes (OADD); Bryan Keshen (TDSA); Ann-Marie Binetti (PNHR); Kim Thorn (DSO); Shawn Pegg (CLO); Christine Dubyk (Admin Support)

PN REGRETS

Carolynn Morrison (TDSA); Brad Saunders (OASIS); Sherri Kroll (PEDG); Jason Young (OADD); Geoff McMullen (OASIS); Brian Davies (Bethesda Services)

GUESTS

MCCSS: Rupert Gordon; Christine Kuepfer; Noha Elsayed; Ingrid Lawrence; Sandra Russell; Paulette Thomas; Carolyn McIntosh

Welcome – Michelle Brooks, PN Chair welcomed all to the meeting at 10:05am

- The 'agenda' for March 17th, 2022 - **Approved**
- 'Final' minutes of the regular PN meeting for February 17th, 2022 - **approved and will be circulated for sharing and posting.**

Updates on Take-Aways from the Committee Members

DS – Health Initiatives – Bryan / Eugene

- The most recent discussions have focussed on the 4th dose advocacy and what the role of this committee is going forward. The recommendation of the committee is to close out the committee, and looking to the PN table on direction.
- Continue to see inequity in terms of access to vaccines. Discussed that we/DS should go slow in moving away from all the restrictions. Item of concern was level 3 mask distribution being provided and this will be raised on Friday's meeting. The only available version of the mask is Canadian made (Woodbine) that requires manual intervention by the user to assemble and wear.
- Members shared that on the IPAC side, there are certain things being raised in way of shields, goggles, self-swabbing as mobile test units will no longer be available, etc.
- It was suggested to move away from the 'Vaccine Working Group' and move to an 'IPAC Working Group' with terms of reference and a mandate being established. The ministry is starting to talk about putting out best practices around IPAC, and there are initiatives taking place in the sector. How do we maintain and ensure Public Health and other Ministries are involved. Going forward do we look at establishing a work group around this? Are there people interested in transitioning and engaging in an IPAC Group?

MOTION: *The Provincial Network members agree to disband the Vaccine Working Group Committee and ensure there is still the view on infection control and advocacy.*

ACTION: Transition the 'Vaccine Working Group' to another committee/IPAC Working Group and recruit members

- Dean Johnson's role will be transitioning as his 2-year term as CNSC Chair is up and Jeanny Scantlebury replaces Dean at the PN table. Dean will continue to transition his role for the months of April and May with Jeanny. Jeanny shared that she is happy to meet all on the call, and thanks to Dean on the orientation and looks forward to sitting at the PN table.

MCCSS – Rupert Gordon

- Michelle welcomed ADM Rupert Gordon and the MCCSS representatives on today's call

COVID/Data Updates – ADM Gordon

Rupert opened by thanking everyone for allowing MCCSS to be here today. This particular meeting feels like it falls on the anniversary of the experience of the pandemic and this sector. It has been an extraordinary period and hugely demanding on all of us, and Rupert wants to acknowledge the success in this sector and how well it was handled. Also true that there have been some undesirable consequences on part of the people and employees we support, and also wanting to acknowledge this.

Global Data updates were shared and some highlights include:

- Globally: case counts over 462M and almost 3.4M in Canada
- Internationally: similarly high case counts as last month
- UK: challenging case counts and continuing with the full reopening in Britain including isolation requirements
- North America: USA case counts are a growing concern and challenges with vaccines continue
- Israel: seeing Israel dropping in counts
- Canada: seeing parts of Canada untouched
- Reproduction rates in Ontario: have risen from .8 up to approximately 1 over the past several weeks. Seeing case counts dropping, however not pushing on a steep slope.
- LTC: 45 ongoing outbreaks with a total of 220 over the course of the pandemic. 30 or so residents per day. Wider range day to day amongst staff, however lower than resident case count. Staff count 11650 over course of pandemic.
- DS: 150 locations with case counts; residents 64 active cases; growth rate is down

Orders under the 'Reopening Act:

- As identified in sector letters and discussed at the last PN meeting, the government reviews 'Orders' every 30 days, and these are currently set to expire March 28th, 2022. There is opportunity for further extensions of some 'Orders' to extend to the end of April 2022.
 - **Some areas of highlight are:** staffing flexibility expires; staff working in a 'single environment' will expire; measures under QAM will become fully applicable to DS agencies and also involve moving back to the longer notice period; forward planning

and transition will be very important to do, and appreciate expertise being shared with others where applicable such as H&S Committees; etc.

- The letter of March 10th, 2022 in regard to the instruction around vacation policy: understand that all organizations will look at what they need to do with respect to existing policy, modifications, etc. Thank you for participation in the last round of data collection for the February 2022 period.
- Continuing to follow masking guidance; IPAC recommendations; cleaning of high touch surfaces, etc.
- Expect more formal information on guidance around the relaxation of masking, and other items soon.
- The DSCIS team is working on priorities for 2022-23, and dedicated work is being done on a DS portal. This is a multilevel project with an online scheduler that is in progress and pilot testing will be available with the DSO's.
- Passport: enabling people to purchase technical supports and providing clear guidelines to help better plan for their funding. Focusing on transportation and modernizing this critical access via local transit, taxi, and to include activities that are social, family oriented, etc.
- Life Share: have been looking at policy directives for families for some time and interested in hearing more from folks on proposed changes on 'host family providers'. There will be an introduction of factors to guide agencies and a team will be reaching out to the QAM Reference Group. Given the close relationship between host family and foster care, conversations will include Child Welfare.
- Wage Enhancement: The province has invested over %13M for DSW/PSW's to stabilize, attract and retain staffing to maintain high quality care. Government is working to make this permanent in the Spring. More details will be shared when available.

MCCSS is willing to come back to this table, however this may not occur in the May/June timeframe due to other commitments as preparation is underway to head into the election cycle.

Q&A

- Bryan shared that some regions are now providing 4th dose to those 55+, including York Region, Kingston, and persons who live with those over 55.
- Bryan recently received a notice pertaining to masks from Woodbridge, and is unsure how these will be operationalized as these are a 'self-make/assembly required' mask, and the chance of contamination will be high. Concerned that people will want to use something less cumbersome. **Rupert will take this forward.**
- Chris B. – in regard to the parameters around 'Life Share' and having up to 4 people in a home, concern is around OPR's. Rupert shared that he is at a disadvantage on this call, however in response to Chris' comment, there has been a real challenge in way of interaction on the side of Child Welfare and Ministries are trying to navigate this issue. This is not motivated by trying to create a service expansion via a regulatory relaxation.
- Janet shared that this is great news on wage enhancement, however just a reminder of the conundrum of PE and the potential to cause issues for those that implement this. For some

agencies this will assist, however for some, it will not. Rupert said this is noted and has been on their radar screen.

- Members wanted to commend the MCCSS team for their work and understands the last few years has been very trying. Colleagues at the ministry have been a great strength and we look forward to this continuing as we go forward. Rupert agreed and shared that this is a team approach and has become an asset for tackling the issues.

Michelle shared that Christine Dubyk is retiring effective March 31st, 2022 and thanked her for the support over the past years. Kendra Down will take the Administrative Support role on for PN effective April 1st, 2022.

Updates on Take-Aways from the Committee Members (Cont.)

IPAC – Brian/Bryan/Ann/Lisa

- Michelle asked how we move forward with PPE needs and how to move away from the hubs and ordering. There are currently huge amounts of PPE that are being stored within the community and hearing that the community will be looked to for guidance on how to start dismantling this, and having hubs available. Looking to be prepared in the Fall timeframe for this.
- We are going to need to build in a financial provision into operations somewhere as we transition and supported people start sharing rooms again, etc. IPAC needs to be a permanent investment for the sector.

PN-HR Committee

DS Workforce Initiative– Ann B.

- **Marketing:** the 'Marketing' launch took place, and this week there will be more around the 'hard launch' where organizations were asked to get it out on their social media.
- Started processes to digitize core competencies and reminding people that core competencies are aligned differently, with various levels within each area. This will be a much more user friendly tool.
- **Operational Leaders:** is well underway and going to be looking for feedback on this at the PN April 5th Forum.
- **OASIS Conference:** DSWI was asked to present at the OASIS Conference and particularly on the 'marketing side'. Would like to do some real engaging work on what people are doing in the province and align it the DS initiatives to make a much more shareable opportunity. Having concrete recruitment strategies would be well worth sharing with the members of OASIS.
- **HR Forum in October:** Ann-Marie shared that preparation of the budget for next fiscal period will include French Translation. Good update on the French marketing shareables and will need to continue to stress that these marketing materials are to be structured to your organizations and drawing people to their websites. More orientation will be needed on this and the PN website will be updated to allow posting of jobs. Working with developers on the orientation piece and will be brought up at the sub-committee tomorrow.
- Ann B. shared further details on the budget: %65K for Financial Literacy will be moved over to DSWI. New budget being formulated now for 2022-23. \$15K continue to be received for the Forum from MCCSS. No concerns with a deficit at this time.

Cultivating Community Wellness – Ann-Marie/Michelle

- Ann-Marie engaged PMB to do surveys and focus groups as we are going into year two and want to see what worked and what did not. Surveys have gone out and received 40 responses to date, mainly from those that participated in the COP. Next week looking at 3 focus groups facilitated by PMB and will prepare a new communication to go out on this. We are hoping to engage those that have not been participating and we are relying on all at the PN table to make a request for participation at the different focus groups. ***Adding a quick 'report card' on what has gone on under these initiatives would be beneficial and this may assist for agencies to participate.***

C3E – Sector Partnership – Michelle

- A proposal has been submitted for the 2022-23 year for \$50K. The submission was around helping us create an environmental scan to inform and professionalize through the use of a career path through a professional association. Looking at building a play book and how to scale all our projects to a national level.

Moving away from the Emergency Order

- Aside from Rupert's updates is there anything specific we want to discuss on moving away from emergency orders and how organizations are managing this? Is there a role where we help identify a consistent approach, etc. In the past we reached out to Hicks Morley and Pooran.
- Janet sits at the Wage Gap Committee, formerly the Pay Equity committee. This committee has not met in sometime. Feel this is very important for any organizations that have exiting obligations under PE and this has been raised pertaining to the 'wage enhancement'. If this gets put into legislation and rolled out, we will have missed an opportunity as many organizations existing plans will be affected by this.
- Dave F. shared that this question was raised at the OASIS board meeting yesterday. The question was 'has this been raised in discussion and/or writing to government'. The OASIS board suggested not to rock the boat yet, and to wait for the formal announcement. Once this is made then OASIS will ask that this be included. Anticipating that the House resumes after March break and that legislation will be tabled as soon as possible.
- Michelle inquired with Rupert on how they are determining how much to provide in way of allocation as it will be different once everything is open and includes community, etc. Michelle continues to have conversations around middle management compression issues. Some members shared that their Program Supervisor has requested to meet and discuss this.
- Janet asked if it would be worth listing out the complications carefully so that when this starts to roll we can insert commentary from a PN perspective identifying the 10 perplexities and be ready to have these discussions with the bureaucrats. Having this means we would have real time opportunity to share it.
ACTION: Send Michelle the top 10 items she needs. Janet will assist with this. Dave F. will take this back to OASIS to request that there be work done in conjunction with the OASIS GR Group to ensure a strong voice.
- Don W. asked if there is a possibility that the \$3/hr becomes a lump sum that agencies get to do what they want to do with. Some feel this would be a slippery slope as unions and negotiations are expecting \$3/hr and if one agency does this and another does not, this could be an issue.

ONTrac– Janet

- Janet requested that future agendas reflect the update on J2B be followed by ONTrac.
- A committee meeting is schedule and members are being revised. Kick off happens next week. Update will be provided at next PN meeting.

ACTION: *ONTrac to look at these key areas and report back on the J2B via the ONTrac Committee:* Efforts to align; update and provide information to organisations; forums and opportunities for feedback; advocacy and informing via surveys; information to/from government, etc.

QAM - Michelle

- Reach out for a centralized approach on this group
 - **Engaging on Proposed Changes to the Policy Directives for the Host Family Program**
 - Per an email received March 15 from Monique Burnett (MCCSS), and on behalf of her colleagues in the Community and Developmental Services Policy Branch (CDSPB), a review of Policy Directives for Service Agencies in regard to Host Family Program is underway.
 - CDSPB would like to hear from other members. **Who would like to participate on this?**
 - **Some questions being looked at are:**
 - Questions about the cap on the number of placements that can be made with Host (or Life Share) Family
 - Challenges for some in requesting vulnerable sector checks from local police services
 - Requests for clarity on certain requirements
- Perhaps we look at who the current QAM representatives are from PN and 'others' to sit on this group. Dean J. would like to remove his name.
- Need people with the long-term history on this committee. Geoff McMullen has been on this committee from the beginning.

ACTION: Sherri/Janet/Dean/Geoff/Michelle: will have initial discussions with Janet and Sherri going forward.
- Will consider a family member;Carolynn Morrison. Suggestion to have an OPR connection for a neutral position. Kim Thorn said Oakdale may be a good contact for the connection and blending of Children's and Adults services.

ACTION: Share names with Sherri Kroll and Michelle Brooks if you recommend someone and the strength they could bring to the QAM group and this will be shared with Monique in way of establishing the group.

Journey to Belonging: How to engage and align efforts - Michelle

- At a Regional planning table there is a struggle in understanding J2B, addressing change and leading conversations. At the last meeting a small group agreed to reach out to regional planning tables to see where they are and look at alignment with strategic planning and information on the rollout of J2B for consistency and engenderment ensuring opportunities across the province for voices to have a broader perspective and better sustainability. This committee will meet over the next week and will come back with an update.

Labour Challenges – Dave F. – OASIS Labour Relations

- Dave took forward the question to the OASIS board in way of the OASIS position around 'Coordinated Bargaining', and to ensure the work of the Labour Relations Committee is to continue in this area. OASIS took the position to explore this further and there is not a requirement for the Provincial Network to take a similar position; however we do look for moral support along the way.

- There will be a larger discussion take place on April 29th and looking to have someone facilitate this discussion. ***If there are individuals from organizations that you feel would be beneficial to sit at this meeting, please names to Eugene and/or Dave.***
- This discussion will be in person and consist of 10-15 people
- Ursula Rehdner is leaving this committee at the end of March 2022

Other

PN Spring Forum – Ann-Marie

- PN Spring Forum is April 5th, and a tentative agenda is underway. Looking to have some PN members present.
- Ministry will provide an update on J2B (L. Summers)
- PN HR update by the DSWI group around the recruitment strategy
- Pooran Law will present on ‘how organizations respond now with no directives in place’
- Lunch session with COP; Chris B. and Sherri
- IPAC update and necessity going forward; resources and assistance
- Planning tables and strategic alignment re: engaging, informing and continuing to highlight the importance of regional tables and to ensure J2B is consistent and sustainable.
- PMB will go through a similar process as the prior Fall Forum and do a roll up at the end of the day

Co-Creation of Community of Practice – Chris B.

- Chris B. shared that the COP continues with 100 participants at the March 3rd session. Generative discussions were had and looking at what worked well; not so well; and how to leverage this in a way that does not replace in-person, however adds to supporting people.
- April 7th is the next COP and looking at J2B and alignment with CLO as a whole.
- Book Club Series: 3 event series from Feb – Mar with 65 people per session. Redeveloping an orientation manual for new leaders and this will be placed on the CLO website.
- Looking at PEDCC; J2B, Connections, and more. Doing a lot of work with ‘Aging in Place’. PEDCC wrote letter to Minister Fullerton encouraging government to highlight how people desire to be in their communities and that LTC does not become the option.

Emerging Issues/Questions – All Members

- Terms of Reference – June 2022
 - ✓ This will be a facilitated session. A doodle poll will be sent to confirm the date in June.
 - ✓ Some agenda ideas:
 - Discussion re: Committee / Centralized Approach
 - Review of membership and current participation
 - Concern that only the ‘big players’ and large organizations are involved with provincial initiatives

Adjournment:

- **Next PN ‘Regular Meeting’:** Thursday April 21, 2022 - **HYBRID**