

Between Us... BRIEFLY

Newsletter for Residents, their Family and Friends, Staff and
Volunteers of the Perley and Rideau Veterans' Health Centre

Volume 16, #10 January 16, 2013

The Perley and Rideau Veterans' Health Centre – 2013 Budget

By law, Perley Rideau is required to have a balanced budget. In order to meet that requirement in 2013 and remain sustainable for the long term, we need to make a number of staffing changes in our Long-Term Care community units to adapt to the projected level of government funding. Please note that Veterans Affairs Canada has confirmed its commitment to continue funding the nursing and programming levels currently in place in the veterans' units.

Starting in 2008, Perley Rideau introduced new Personal Support Worker (PSW) and Housekeeping positions when the Ministry of Health and Long-Term Care provided new targeted funding. However, in 2012, our Long-Term Care revenues from the Ministry did not keep pace with costs, 85% of which are for salaries and benefits. We are projecting a shortfall again in 2013. Management has identified the following actions in order to balance this year's budget:

- We will work with our Registered Nurses (RNs) to provide more time for assessment and intervention. RNs on community unit day shifts will provide care for 80 residents instead of 40. There will be one RN for Gatineau 1

- South and 2 South and another RN will cover both Ottawa 1 West and 2 West.
- Until these changes are made, RNs on leave from these units will not be replaced.
- Community units in the Ottawa and Gatineau Residences will see the fifth PSW positions on days and evenings reduced and changed to float positions, and over time eliminated through attrition.
- Two Housekeeping Aide positions will be eliminated in non-direct care central locations.
- Administrative support will be reduced in the Executive offices.

To support our staff in continuing to meet the needs of our residents on community units, we will provide the following additional support:

- A fifth PSW position to those units with the greatest need (currently Gatineau 2 South and Ottawa 1 West).
- Meal Helpers 7 days per week in Gatineau 2 South and Ottawa 1 West and 2 West from 4:30 to 6:30.
- Extra RAI RPN support will be added in the Gatineau and Ottawa Residences to support care planning.
- For greater support and mentoring, additional PSW Supervisor hours will be provided on community units.

"Together we improve the well-being of the people we serve."

During implementation, we will take into account upcoming retirements, the reassignment of staff to float positions and the new positions in our Seniors' Housing and Assisted Living programs.

In order to fulfill our obligations under our collective agreements, we are consulting with the Canadian Union of Public Employees (CUPE) and the Ontario Nurses' Association (ONA) regarding these changes scheduled to take place between February and May 2013.

The staffing changes will result in an average decrease of 6 minutes of nursing care per resident per day.

But we recognize that it will take some time to adjust. In order to support our care teams we will be monitoring resident and family feedback, employee incidents and work-related feedback. Quality resident care remains a top priority and we want to support our staff as best we can during this transition.

We remain committed to achieving excellence in resident care and service and Perley Rideau will continue to advocate with government for higher funding to provide increased hours of care for all Long-Term Care Homes.

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