

Ministry of LTC - PSW Roundtable: Tuesday, June 8, 2021

Speaking Points: Elaine Shantz, CEO Fairview Parkwood Communities

- **Opening comments**

Always difficult to follow Jamie – Schlegel Villages does such great work – Fairview Parkwood Communities benefits from the work they do.

- **First and foremost, Minister Fullerton – I want to thank you**

For the approval of 108 new beds at Fairview Community - Fairview is an incredibly vibrant campus – the new beds are a significant investment

- **As well, thank you for inviting our team to engage in this conversation**

As we come out on the other side of COVID we are all saying “now is the time for change”.

I will focus my comments on what we learned through the pandemic

- we were able to embrace opportunity
- remove barriers
- be accountable to residents and team more than ever before

From a PSW perspective

We invested in development

- Starting our first living classroom in Partnership with St Louis School WCSB (adopting the Schlegel RIA guide) the first class of 22 will graduate in a few weeks
- This gave us an immediate talent pipeline
- In the midst of wave 2 we hired 5 students as RSA
- Today we are hiring 8 graduate PSWs
- We have not and do not need agency;
- And when the students join our team they are already immersed in our culture

Prevention and containment funding allowed us to create more fulltime jobs, we staffed up

- Guaranteeing hours to staff
- Along with the \$3 an hour wage enhancement– PSWs had job security
- Cross trained team members – recreation staff to be RSA.
- The data shows positive resident outcomes i.e., less falls

We engaged in a culture of kindness initiative – licencing 40 kindness mentors; this allows for

- *A kindness preceptor to onboard new hires*
- *A Spread Kindness fund for team facing financial hardship*
- *Empowered front line staff developed their own kindness objectives*

What we learned should be carried forward:

Let's value the PSWs as Health Care professionals

- Expand the Living Classroom model
- Ensure 4 hours of care is for RNs, RPNs and PSWs only
- Pay a wage that reflects the value
 - Bill 124 is creating difficulty
 - We need to be in a fair playing field not only with hospital, but the private sector
- Change legislation to broaden the PSW scope of practice i.e. Medication administration
- *Provide a clear attainable career path to attract and retain*

The conversation today is a great starting point.