
DATE: February 29, 2012

REPORT TITLE: **BEHAVIOUR SUPPORT ONTARIO PROJECT**

FROM: Janette Smith, Commissioner of Health Services

RECOMMENDATION

That the Peel Long Term Care Homes participate in the Behaviour Supports Ontario project;

And further, that the 2012 operating budget for Long Term Care be increased by \$327,574 fully funded by the Central West and Mississauga Halton Local Health Integration Networks;

And further, that the approved 2012 staffing complement for Long Term Care be increased by 4.5 Full-Time Equivalent (FTE) employees;

And further, that the required documents be executed by the Region's duly authorized signing officers.

REPORT HIGHLIGHTS

- The Ministry of Health and Long-Term Care (MOHLTC) announced \$40 million for the Behaviour Support Ontario Project in August 2011, but specific details were not known until after the 2012 Regional budget was approved.
- The project was created to enhance services for persons with behaviours associated primarily with complex and challenging mental health and dementia conditions in both long term care homes and community settings.
- Central West and Mississauga Halton Local Health Integration Networks (LHINs) have developed similar action plans, which include leveraging and strengthening existing resources.
- The Long Term Care Division has developed an internal action plan that supports the LHIN action plans.
- The Central West and Mississauga Halton LHINs have collectively provided \$327,574 to fund a total of 4.5 FTEs across our five Long Term Care Centres.

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BEHAVIOUR SUPPORT ONTARIO PROJECT**DISCUSSION****1. Background**

The Ministry of Health and Long-Term Care (MOHLTC) announced \$40 million for the Behaviour Support Ontario project in August 2011. The project was created to enhance services for persons with behaviours associated primarily with complex and challenging mental health and dementia conditions in both long term care homes and community settings.

The goal is system-wide reform to ensure these individuals are treated with respect and dignity in an environment that supports high quality service and safety for all, and is based on evidence-based care. The Behaviour Support Ontario project also advances the Province's 2008 budget commitment to add 2500 Personal Support Worker positions over three years and 2000 nursing positions over four years to support the needs of residents living in long term care homes.

Over a period of several years, the Medical Directors in the Region of Peel Long Term Care Centres have identified the challenges of providing care to persons with these conditions who are living in our long term care homes. The Special Behaviour Support Unit at Sheridan Villa was created as a result of their advocacy, with Council's endorsement, and additional funding received from the Mississauga Halton LHIN.

2. Local Solutions

All LHINs were asked to identify improvements in their existing service system, and develop plans for the allocation of staffing resources.

Long Term Care Division staff participated actively in planning with both the Central West and Mississauga Halton LHIN Advisory Committees since September 2011 to positively influence the design of the supports for both long term care homes and community support services. Allocations to long term care homes were determined in February of 2012, and therefore could not be included in the 2012 Regional budget request. The design of the long term care home supports included full acknowledgement and integration of the Special Behaviour Support Unit at Sheridan Villa.

Central West and Mississauga Halton LHINs have developed similar action plans. Both plans include leveraging and strengthening existing resources. In addition, the plans address the identified need to link the services across the continuum of care, improves upon service navigation for caregivers, and incorporates dedicated Behaviour Support Champions in each long term care home to support the implementation of best practices and facilitate learning.

Psychogeriatric Resource Consultants will be based at various locations in the community. Their role will be to offer education and care strategies for staff and caregivers in all settings. This includes clients and their caregivers living in the community, community support service programs such as the Region's Adult Day Service, and long term care homes.

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BEHAVIOUR SUPPORT ONTARIO PROJECT**3. Peel's Model of Service Delivery**

In a report to Council regarding the outcome of an evaluation of the Special Behaviour Support Unit at Sheridan Villa in January 2012, the Behaviour Support Ontario Project was identified. Peel's model builds upon the success in championing needs of individuals with behaviour support needs by building additional support within each of the Region's five Long Term Care homes.

The Long Term Care Division has developed an internal action plan that supports Central West and Mississauga Halton LHIN action plans. Dedication of resources for behaviour support in our Long Term Care homes will assist with earlier identification of behaviour challenges, faster implementation of effective interventions, and increase staff expertise in managing this population. 4.5 new FTEs consisting of a combination of Registered Practical Nurses and Personal Support Workers will be dedicated to serving the residents who meet the Behaviour Support Ontario project criteria.

As a champion of Behaviour Support in each home, the Registered Practical Nurse will be the primary contact for external resources such as the Seniors' Mental Health Outreach Team and Nurse Practitioners which are hospital employees funded through the Aging at Home program. They will link with registered staff in each home to contribute to the planning and evaluation of interventions designed to minimize responsive behaviours. The Personal Support Worker will also contribute to care planning and will model techniques of intervention for front line staff. Both staff will participate in knowledge exchange with our frontline staff via in-servicing and coaching with individual staff.

FINANCIAL IMPLICATIONS

The project funding is for wage and benefit costs. This funding will be included in base funding for the Long Term Care homes.

The Central West LHIN has approved funding in the amount of \$287,974 for the costs associated with the hiring of a total of 4.0 FTEs based on 0.5 FTE Registered Practical Nurse and 0.5 FTE Personal Support Worker at each of the four Region of Peel Long Term Care homes in the Central West LHIN (Davis Centre, Malton Village, Peel Manor and Tall Pines).

Mississauga Halton LHIN has approved \$39,600 in funding to support the Behaviour Support Ontario project at Sheridan Villa. This funding will cover the costs associated with the hiring of 0.5 FTE Registered Practical Nurse.

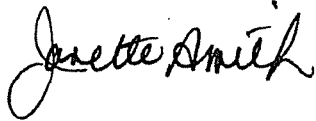
Funding allocations are inclusive of all wages and benefits for the positions. Business related costs such as payroll and technology costs for the new staff will be accommodated within the 2012 approved Regional budget. No additional Regional dollars are required.

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CONCLUSION

The addition of Registered Practical Nurses and Personal Support Workers dedicated to the implementation of effective interventions in managing residents with behaviours associated with mental health and dementia conditions will provide much needed support to achieve the goal of the Behaviour Support Ontario project and address an unmet need previously identified to Council.



Janette Smith
Commissioner of Health Services

Approved for Submission:



D. Szwarc, Chief Administrative Officer

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