



Staff Report to Council - for Direction

Title: Gateway Haven - Nurse Practitioner

From: Megan Garland, Director of Long Term Care and Senior Services

Date: March 7, 2024

Staff Recommendation:

That the Director of Long-Term Care and Director of Human Resources be directed to recruit one full-time, permanent Nurse Practitioner for Gateway Haven Long-Term Care Home and apply for the funding “Hiring-More Nurse Practitioners for Long-Term Care Homes Funding Policy” to offset compensation costs.

Report Summary:

This report provides rationale for the hiring of one full-time, permanent Nurse Practitioner for Gateway Haven Long-Term Care Home.

Background:

In October 2022, The Ministry of Long-Term Care announced new funding called “Hiring More Nurse Practitioners for Long-Term Care Homes Funding Policy”. The funding is provided to homes that are successful in recruiting a full-time Nurse Practitioner.

Nurse Practitioners are registered nurses with advanced education and clinical knowledge to diagnose and treat acute conditions, prescribe, and monitor medications, and order and interpret lab tests (e.g. x-rays or other diagnostic tests), working in collaboration with physicians and nursing staff. The role of nurse practitioners in LTC contributes towards a reduction in avoidable emergency department visits by providing acute care to residents with complex care needs in the absence of a physician.

Gateway Haven has benefitted from the dedicated service of a single Medical Director and Attending Physician who has supported all 100 residents for years. However, with the impending retirement of this physician, arrangements are underway to secure a suitable replacement. The incoming physician, expected to relocate to the community in late spring, will assume the Medical Director and Attending Physician role at Gateway Haven and will additionally be working at the Wiarton Hospital.

To facilitate the transition and alleviate the administrative and after-hours workload, Gateway Haven is looking to recruit a full-time Nurse Practitioner and apply for the funding “Hiring More Nurse Practitioners for Long Term Care Homes Funding Policy”.

Brucelea Haven has a Nurse Practitioner in place and the feedback from the Medical Director has been extremely positive.

Financial/Staffing/Legal/IT Considerations:

The Nurse Practitioner position salary is banded at \$118,646 - \$139,577 based on a 35-hour work week. The funding available is \$123,340 and the estimated difference including benefits would be approximately \$52,000, which would be offset by the Allied Health Professional funding. This would result in a net zero impact to the levy.

Interdepartmental Consultation:

The Long-Term Care and Senior Services team have consulted with the Corporate Services and Human Resources Departments on the development of this report.

Link to Strategic Goals and Objectives:

Community and Partnerships - Enhance and grow partnerships

Link to Departmental Plan Goals and Objectives, if any:**Report Author:**

Megan Garland, Director, Long-Term Care and Senior Services
Jenn Robinson, Director, Human Resources

Departmental Approval:**Approved for Submission:**

Sean Morphy, Deputy Chief Administrative Officer