

Advisory Committee on Homes for the Aged

Meeting No. 14
Meeting Date Friday, April 18, 2008
Start Time 9:30 AM
Location Meeting Room 308, Metro Hall

Contact Betty Bushe
Phone 416-396-7088
E-mail bushe@toronto.ca

Advisory Committee on Homes for the Aged		
Dr. Paul Gamble, Chair Barbara Buckspan Moshe Greengarten Jack Harmer Sandra Kerr	Councillor Raymond Cho Linda Legault Beth Morum Patricia Prentice	Birgitte Robertson Willis Rudy Donna Ryder Margaret Smuk

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Declarations of Interest under the *Municipal Conflict of Interest Act*.**Confirmation of Minutes - February 29, 2008****Communications/Reports**

HA14.1	Information			Ward: All
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2007 Nominations for Mary Ellen Glover Award**Confidential Attachment - Personal matters about an identifiable individual, including municipal or local board employees**

(March 28, 2008) Report from General Manager, Homes for the Aged

Financial Impact

There are no financial implications arising from the selection of the Mary Ellen Glover Award recipient.

Summary

Members of the Advisory Committee on Homes for the Aged will receive under separate confidential cover, a copy of the criteria and nominations received from Toronto Homes for the Aged. Members will use that information to select the 2008 Mary Ellen Glover Award recipient.

Background Information

2007 Nominations for Mary Ellen Glover Award

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11952.pdf>

HA14.2	Information			Ward: All
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Request for Change of Name from Homes for the Aged Division to Long-Term Care Homes and Services Division

(March 10, 2008) Letter from City Clerk

Summary

City Council on March 3, 4 and 5, 2008, adopted this Item, as amended, and in so doing adopted the following motions:

1. The name of the Homes for the Aged Division be changed to the Long-Term Care Homes and Services Division, effective June 1, 2008.

2. Senior management develop both a communication plan and an implementation plan to support this change, thus ensuring that residents, clients, families, staff volunteers and the general public understand the change and the rationale for it.
3. The name of the Advisory Committee on Homes for the Aged be changed to the Advisory Committee on Long-Term Care Homes and Services, effective June 1, 2008.

HA14.3	ACTION			Ward: All
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HFA Division - Request for Expenditure from Education Donation Account - Managing Your Career

(April 4, 2008) Report from General Manager, Homes for the Aged

Recommendations

The General Manager recommends that the Advisory Committee on Homes for the Aged endorse the requested expenditures from the Staff Education Donations Account:

1. An honourarium of \$250.00 to Mr. Steve Matthews of the Regional Psychogeriatric Consultant Program.
2. A payment of \$2,200.00 to Ian Kennedy and Associates.

Financial Impact

There is no impact on the 2008 operating budget.

This expenditure request is for use of the Staff Education Donations Account and is made in accordance with the criteria for use of this fund.

Summary

Toronto Homes for the Aged strongly supports succession planning. Current research shows that there is a shortage of qualified health care professionals and that the future shows no immediate improvement. Literature verifies a “crisis in human capital”. Within Toronto Homes for the Aged (like other organizations), we have an aging workforce, with an average age of 50 years of age amongst managers, an average age of 49 years of age amongst nursing staff and personal care staff and an average age of 48 years of age amongst all frontline staff.

Succession planning is a future-oriented process whereby organizations strive to ensure that employees are recruited, mentored, coached and developed to fill each key role within the organization. Succession planning focuses on ensuring that we are able to fill key roles from within our own organization as current staff leave (e.g. retirement, attrition, and other factors), rather than through consistently relying on external recruitment.

Evidence shows that succession planning also improves organizations' ability to retain superior employees, as they appreciate the time, attention, and development being invested in them.

Since 2004, Toronto Homes for the Aged has offered a creative and unique career discovery program, called 'Managing Your Career' for staff who demonstrate the potential to move into a future management position. The program is offered every two (2) years and the evaluations of the programs completed in 2004 and 2006 show a high level of satisfaction and success in achieving an altered career path. To date, thirty-seven (37) staff have participated in the program; of these 58 percent have been successful in attaining a higher rated position or broader responsibilities on either a temporary or permanent basis within six (6) months of the program.

Participants attend a series of five (5) one-day courses designed to facilitate learning and to stimulate thinking about their career path. Each Managing Your Career class is comprised of approximately 20 staff from the various homes, community programs and head office.

Background Information

Request for Expenditure from Education Donation Account
<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11962.pdf>

HA14.4	ACTION			Ward: 31
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2008 True Revue

(March 28, 2008) Report from General Manager, Homes for the Aged

Recommendations

The General Manager recommends that the Advisory Committee on Homes for the Aged endorse the event and budget for True Revue.

Financial Impact

There are no financial implications to the Homes for the Aged operating budget arising from the 2008 True Revue fundraising event.

Summary

True Davidson Acres Home for the Aged will celebrate its 35th anniversary in 2008 and has expressed an interest to host the annual divisional fundraising event. This goal is to raise funds and transform the bath routine into a spa experience, a project that will significantly benefit current and future residents.

Preliminary planning work has begun for "True Revue" a sit-down dinner at Spirale Banquet Hall (Don Mills and Eglinton) with silent auction, variety show and tribute to the legendary Miss True Davidson, Reeve and Mayor of East York from 1961 to 1972.

Background Information

2008 True Revue

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11953.pdf>

HA14.5	Information			Ward: All
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Homes for the Aged "Your Opinion Counts" Survey - January 1 to December 31, 2007

(March 27, 2008) Report from General Manager, Homes for the Aged

Financial Impact

There are no financial implications arising from this report.

Summary

This report provides information and analysis of the results of the "Your Opinion Counts" survey for the ten Homes for the period January 1 to December 31, 2007.

Background Information

"Your Opinion Counts" Survey - Homes for the Aged

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11961.pdf>

Attachment - "Your Opinion Counts" Survey - Homes for the Aged

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-12024.pdf>

HA14.6	Information			Ward: All
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Homemakers and Nurses Services "Your Opinion Counts" Survey - January 1 to December 31, 2007

(March 27, 2008) Report from General Manager, Homes for the Aged

Financial Impact

There are no financial implications arising from this report.

Summary

This report provides information and analysis of the results of the "Your Opinion Counts" survey for the Homemakers and Nurses Services Program for the period January 1 to December 31, 2007.

Background Information

"Your Opinion Counts" Survey - Homemakers and Nurses Services

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11958.pdf>

Attachment - "Your Opinion Counts" - Homemakers and Nurses Services
<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-12008.pdf>

HA14.7	Information			Ward: All
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Supportive Housing "Your Opinion Counts" Survey - January 1 to December 31, 2007

(March 27, 2008) Report from General Manager, Homes for the Aged

Financial Impact

There are no financial implications arising from this report.

Summary

This report provides information and analysis of the results of the "Your Opinion Counts" survey for the Supportive Housing Program for the period January 1 to December 31, 2007.

Background Information

"Your Opinion Counts" - Supportive Housing

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11959.pdf>

Attachment - "Your Opinion Counts" - Supportive Housing

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-12010.pdf>

HA14.8	Information			Ward: 38
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Canada Blooms Donation

(March 20, 2008) Report from General Manager, Homes for the Aged

Financial Impact

There are no financial implications arising from this report.

Summary

Canada Blooms, through initial contact with the City of Toronto's Office of Partnerships, and Toronto Homes for the Aged, coordinated a program for a post-festival donation of flowers to seniors.

On Monday, March 17, 2008, 600 potted plants were transported to Bendale Acres for distribution to residents and clients in the Home, in the Adult Day Program, at Brimley Acres Supportive Housing Program and delivered to clients of the Homemakers and Nurses Services Program and Scarborough Support Services Meals-on-Wheels Program.

Background Information

Canada Blooms Donation

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11949.pdf>

HA14.9	Information			Ward: All
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Volunteerism in 2007

(April 4, 2008) Report from General Manager, Homes for the Aged

Financial Impact

There are no financial implications arising from this report.

Summary

In 2007, more than 2,000 volunteers contributed approximately 127,000 hours within the division; such dedication accounts for almost 50 hours of volunteer time per resident. Those hours of service represent thousands of smiles, special moments, and reminders to our residents that their community cares about them.

Volunteers assist residents to maintain an active, independent and high quality of life by augmenting and complementing services provided by staff of the Home through a wide range of volunteer initiatives. Volunteers provide complementary services (tuck shop, bingo), enhance home programs (escorting, dining) and take leadership in fund-raising.

Youth are an important part of the volunteer team; one in four is under the age of 18 years. Community involvement is a high school requirement and volunteering with Toronto Homes for the Aged is a rewarding way to earn community service hours. Youth volunteers are active in all ten homes. Carefree Lodge has a well-established Youth Council and great progress has been made in five additional homes with Youth Council development – Bendale Acres, Cummer Lodge, Kipling Acres, Seven Oaks and True Davidson Acres.

Background Information

Volunteerism in 2007

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11954.pdf>

HA14.10	Information			Ward: 2, 3, 6, 21, 24, 28, 31, 38, 43
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Minutes of Homes Advisory Committees

(April 7, 2008) Report from General Manager, Homes for the Aged

Summary

The purpose of the following reports are to provide members of the Homes for the Aged Advisory Committee with copies of minutes of the following meetings for their information:

1. (March 27, 2008) Minutes of Bendale Acres Home Advisory Committee (February 6, 2008)
2. (March 27, 2008) Minutes of Carefree Lodge Home Advisory Committee (February 26, 2008)
3. (April 3, 2008) Minutes of Castleview Wychwood Towers Home Advisory Committee (January 10, 2008)
4. (April 3, 2008) Minutes of Castleview Wychwood Towers Home Advisory Committee (February 14, 2008)
5. (April 2, 2008) Minutes of Fudger House Home Advisory Committee (February 13, 2008)
6. (April 1, 2008) Minutes of Kipling Acres Home Advisory Committee (January 22, 2008)
7. (March 27, 2008) Minutes of Kipling Acres Home Advisory Committee (February 26, 2008)
8. (March 27, 2008) Minutes of Lakeshore Lodge Home Advisory Committee (February 21, 2008)
9. (April 2, 2008) Minutes of Seven Oaks Home Advisory Committee (January 8, 2008)
10. (April 2, 2008) Minutes of Seven Oaks Home Advisory Committee (March 11, 2008)
11. (March 28, 2008) Minutes of True Davidson Acres Home Advisory Committee (February 21, 2008)
12. (March 28, 2008) Minutes of True Davidson Acres Homes Advisory Committee (March 20, 2008)
13. (April 4, 2008) Minutes of Wesburn Manor Home Advisory Committee (February 26, 2008)

Background Information

Bendale Acres - February 6, 2008

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11988.pdf>

Carefree Lodge - February 26, 2008

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11989.pdf>

Castleview Wychwood Towers - February 14, 2008

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11990.pdf>

Castleview Wychwood Towers - January 10, 2008

<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11991.pdf>

Fudger House - February 13, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11992.pdf>)

Kipling Acres - February 26, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11993.pdf>)

Kipling Acres - January 22, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11994.pdf>)

Lakeshore Lodge - February 21, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11995.pdf>)

Seven Oaks - January 8, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11996.pdf>)

Seven Oaks - March 11, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11997.pdf>)

True Davidson Acres - February 21, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11998.pdf>)

True Davidson Acres - March 20, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-11999.pdf>)

Wesburn Manor - February 26, 2008

(<http://www.toronto.ca/legdocs/mmis/2008/ha/bgrd/backgroundfile-12000.pdf>)