



## Committee of the Whole

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**Meeting Date:** September 27, 2022

**Submitted by:** Brent Kerwin, Strathmere Lodge Administrator

**SUBJECT:** Strathmere Lodge Staff Educator Contract Renewal

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### **BACKGROUND:**

In 2010, County Council approved a contractual agreement with the current Staff Educator, Lena Hodgins. The contractual agreement with Ms. Hodgins has been renewed several times since.

### **ANALYSIS:**

The focus for staff training at Strathmere Lodge must be fourfold:

- meet the needs of resident care;
- satisfy Occupational Health and Safety legislation;
- comply with the Accessibility for Ontarians with Disabilities Act (AODA); and
- comply with Ministry of Long Term Care legislative requirements.

As noted in provincial Long Term Care Home legislation:

#### ***Training and orientation program***

*257. (1) Every licensee of a long-term care home shall ensure that a training and orientation program for the home is developed and implemented to provide the training and orientation required under sections 82 and 83 of the Act.*

*(2) The licensee shall ensure that, at least annually, the program is evaluated and updated in accordance with evidence-based practices and, if there are none, in accordance with prevailing practices.*

*(3) The licensee shall keep a written record relating to each evaluation under subsection (2) that includes the date of the evaluation, the names of the persons who participated in the evaluation, a summary of the changes made and the date that those changes were implemented.*

#### ***Designated lead***

*258. The licensee shall ensure that there is a designated lead for the training and orientation program.*

Strathmere Lodge engaged a part-time Staff Educator in 2010, on a contract basis, to develop, deliver and oversee a coordinated training plan for all employees. This position ensures that Strathmere Lodge has a consistent approach to training and provides the necessary evaluation of programs so that all staff members have the proper skills regardless of their role in the organization. The importance and broad scope and extent of the Staff Development and Education Program at Strathmere Lodge cannot be over-emphasized.

The Lodge benefits from the filling of this position through:

- improved marketability derived from a knowledgeable, competent and motivated staff;
- a safer and healthier workplace with fewer and less severe workplace injuries resulting in reduced costs;
- fewer unmet criteria noted at Ministry of Long Term Care Compliance reviews, and complaint and critical incident investigations;
- greater ability to attract and retain qualified employees; and
- (most importantly) increased resident and family satisfaction, and improved quality of care.

Ms. Hodgins continues to deliver a valued service to the Lodge and to play an important role in providing quality education to the staff. The Lodge Managers unanimously support her contract being extended.

An updated draft agreement is attached. The agreement provides for a 4.7% increase in the hourly wage rate, but reduces the number of weekly hours from 32 to 28 at the request of Ms. Hodgins.

#### **RECOMMENDATION:**

1. THAT the contract between Strathmere Lodge and Lena Hodgins for the provision of Staff Educator services be renewed for the period Sept. 1, 2022 to August 31, 2023; and
2. THAT the Lodge Administrator be authorized to sign the agreement.

Attachment