

Sun Parlor Home – Life Enrichment Department

Service Description

The Life Enrichment Department is the “heart and soul” of the Home. Staff in the department are responsible for planning activities and events that enrich the lives of each individual resident. The goal is to support each individual resident to realize their optimum physical, mental, social and spiritual potential. Activities are adapted and varied to meet individual resident needs and may be recreational and/or restorative. The Department also provides a wide range of physiotherapy and occupational therapy, after consultation with the appropriate therapists. Support is given to the Residents’ Council, Circle of Family and Friends (Family Council), Auxiliary, volunteers, pastoral care, hairdressing, and activities such as pet therapy.

Staffing Chart

Staffing	2016	2017	2018	2019	2016 Actual (\$000)	2017 Actual (\$000)	2018 Budget (\$000)	2018 Actual (\$000)	2019 Budget (\$000)
Full-Time	9	9	9	9	452	512	527	533	537
Part-Time	1	1	2	2	69	37	42	54	46
Total	10	10	11	11	521	549	569	587	583

Prior Year Performance

The department experienced a nominal surplus in 2018. The Manager, Life Enrichment, a long service employee, retired in 2018. Recruitment efforts resulted in the hiring of an individual with expertise in the area of Recreational Therapies, but gapping during recruitment provided operational savings.

Over the course of the year, the Home was in outbreak for 89 days. Outbreaks impact the Life Enrichment budget. During outbreak, residents are unable to gather in groups and therefore the department is unable to offer bus trips, host parties (welcoming new residents or birthdays), host Pub Nights, offer entertainment and engage residents in Music Therapy etc. The reduction in expenditures for entertainment etc. does result in some overall cost savings. As an alternative to group activities, residents are engaged in one-on-one activities.

The Sun Parlor Home bus was decommissioned in late 2017. The Auxiliary had fundraised for the purchase of a new bus, however a decision was made to not purchase a bus and utilize the \$80,000 raised by the Auxiliary to purchase bus services from a local community partner. The local community partner selected to provide the transportation is the South Essex Community Council (SECC). The \$80,000 donation was contributed to reserve in 2017 to support transportation costs over several years. There are on average 10 bus trips per month, with the exception of periods of time when there is an outbreak. The Auxiliary is provided detailed information on the use of the donation from the Reserve Account.

All of the Life Enrichment Aides at the Sun Parlor Home were “grandfathered” into their positions when the Long Term Care Home Act came into effect in 2010. Many Homes

Sun Parlor Home – Life Enrichment Services

throughout the province have moved to hire either Recreation Therapists or Social Service Workers-Gerontology for programming/activities and Physiotherapy Assistants (PTAs) for therapies. Each of these classifications has expertise in their chosen fields. If a Life Enrichment staff takes a temporary job posting outside of the department, staff with the specialized skills are recruited to back fill the position(s).

The current staffing plan maintains 8 full time Life Enrichment Aides, 1 part time Life Enrichment Aide and a part time PTA who works 8 shifts per schedule (13 schedules equals 832 hours annually). The Life Enrichment budget was scrutinized and efficiencies sought in order to seek some of the savings needed to support this position in 2018 without compromising other obligations in the department.

A long term plan to look at the Organizational and Operational Review suggestion to add more physiotherapy is being reviewed.

One of the tasks given to the Life Enrichment Department was Nursing Rehabilitation and Restorative Care. All staff attended two 4 hour education sessions to acquire the skills to be the leaders in this initiative which will ultimately increase funding to some extent in the Nursing envelope. The full potential of this investment has yet to be realized. Additional work needs to be done in 2019.

Proposed Budget – Current Year

The proposed budget for 2019 represents a budget decrease of \$5,010 or 9.8%. Subsidy increases are sufficient to meet the 2019 needs of this department.

With the hiring of a new Manager for the department in November 2018, no changes were made to the staffing/programming for the department in the 2019 Budget. The new Manager's priorities will be to continue to ensure all resident needs are met, refresh the Nursing Rehabilitation and Restorative care program, organize appropriate resident outings (with transportation as needed) and assess the needs of the residents/staff to identify any future staffing/programming needs. Additional supports have been included for training opportunities for the group.

A new electronic charting system ActivityPro is being considered for the department to assist with identifying and planning future staffing/programming needs.