



THE CORPORATION OF THE CITY OF WINDSOR
Social Development, Health and Culture Standing Committee
Administrative Report

**MISSION STATEMENT:**

"The City of Windsor, with the involvement of its citizens, will deliver effective and responsive municipal services, and will mobilize innovative community partnerships"

LiveLink REPORT #: 15436 AH/10782	Report Date: July 28, 2011
Author's Name: Susan Rogers	Date to Standing Committee: September 14, 2011
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To: Social Development, Health and Culture Standing Committee

Subject: LATE CAREER NURSE INITIATIVE (LCNI) 2011/2012

1. RECOMMENDATION: City Wide: Ward(s): _____

To recommend **ACCEPTANCE** and **APPROVAL** of the application to access the Late Career Nurse Initiative (LCNI) program forwarded to the Ministry of Health. Pending council approval of participation in the program, that **APPROVAL** be given to execute the necessary LCNI agreement with the Ministry of Health and further, that the Chief Administrative Officer and City Clerk be **AUTHORIZED** to sign the required agreement satisfactory in form to the City Solicitor, City Treasurer as to financial content and approval as to technical content by the Administrator of Huron Lodge.

EXECUTIVE SUMMARY:

N/A

2. BACKGROUND:

The Late Career Nurse Initiative (LCNI) is a key retention strategy that is designed to support nurses 55 years of age or older, practicing in hospitals and long term care homes, to spend 20% of their work time in less physically demanding nursing roles, enabling late career nurses to remain employed in the workforce longer. This initiative is part of Ontario's Comprehensive Nursing Strategy to mitigate the trend of early retirement among nurses. The LCNI assists organizations in retaining the knowledge and experience of late career nurses. Benefits of the program include decreasing the potential for shortages within the nursing workforce, lessening the costs of staff turnover, and assisting in the mentoring and orientation of novice and mid-career nurses.

Huron Lodge participated, with Council approval under CR361/2010, in the 2010/2011 late career nurse initiative which provided a direct benefit to our residents in the areas of end of life care, fall prevention and wound care management. The goal of supporting experienced nurses to remain in the workplace by offering opportunities to use their nursing knowledge, skills and experiences in a rewarding but less physically demanding alternative role was met. This promoted the goal and opportunity of providing a healthy work environment.

3. DISCUSSION:

Huron Lodge submitted the application for the 2011/2012 Late Career Nurse Initiative, pending council approval, for a total of eight (8) Registered Nurses that met the established criteria of being over 55 years of age.

The RNs approved to participate in the program will be replaced by a part-time RN for 20% of their work time. The programs to be assigned to the involved RNs continue on in the areas of implementation of the New Long Term Care Homes Act and Regulations for infection control, responsive behaviour management, nursing rehabilitation, and continence care. The application completed submitted for the maximum of a total of 16 weeks per RN eligible to participate in the program.

4. FINANCIAL MATTERS:

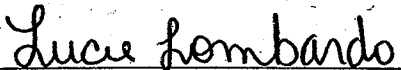
As per the Ministry of Health and Long Term Care guidelines, upon acceptance in the program, Homes will be reimbursed at a rate of \$39.68 per hour with a 24% weekly benefit per RN to a maximum of 16 weeks. Based on the number of staff participating and their individual number of weeks of participation, this will result in a total of a maximum of \$47,234.00 to account 023-6310-0202037. The program must be completed no later than March 31, 2012. The funding will be used for the purpose of carrying out the program to cover replacement costs for the participating RNs. No additional budget dollars are anticipated to be required for the program and this was the case in 2010.

5. CONSULTATIONS:

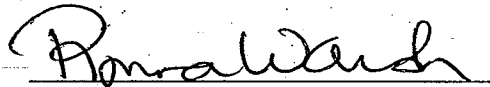
Marco Aquino, Financial Planning Administrator

6. CONCLUSION:

The late career nurse initiative will result in a maximum of 16 weeks per qualifying RN to be directed towards the sharing of analytical problem solving skills, enhanced resident-centred care provision and allow for mentoring and orientating novice and mid-career nurses within the Home. Our participation in the program in 2010/2011 resulted in successfully maintaining those nurses in the workplace for a longer period of time and assisted in the implementation of several programs with direct resident care benefit.



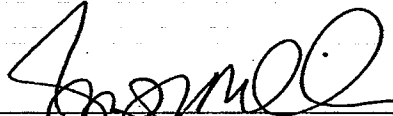
Lucie Lombardo
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Administrator, Huron Lodge



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Social Development, Health, Recreation and
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Chief Financial Officer/City Treasurer
and Corporate Leader Finance and
Technology



George Wilkki
City Solicitor and Corporate Leader
Economic Development and Public Safety

M.A.

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APPENDICES:

DEPARTMENTS/OTHERS CONSULTED:

Name:
Phone #: 519 ext.

NOTIFICATION :

Name	Address	Email Address	Telephone	FAX

