



August 25, 2021

## **UPDATE TO ALL FAMILY AND FRIENDS**

Hello, thankfully St. Pat's has no Covid19 cases. As the number of cases continues to rise in the community, we ask that everyone follow the safe practices in place. Everyone **must** wear a mask at all times both inside and outside. Residents are encouraged to wear masks as they can tolerate. Please continue to maintain physical distancing from residents when visiting your loved one. We continue to see people outside without a mask when they are visiting which puts the resident at risk.

### **Staffing**

Recently St. Pat's has experienced some of the challenges with staffing that other LTC Homes have been experiencing during the pandemic. A number of factors are influencing the availability of staff during this pandemic.

One of the first impacts was that people could only work in one home. St. Pat's had approximately 100 staff identify that they were working at another Home and therefore could not work at St. Pat's. Through the past 18 months others have also left to work in other homes. Now people who are fully vaccinated can now work in more than one home, and we have had some staff return to their positions at St. Pat's.

We do however still have permanent employees who have not returned to their positions. At this time, we are obliged to hold their permanent position while they are working at another home, if they are not vaccinated.

There are also a number of people on extended leaves due to child or family care related to the pandemic. Once again, we are required to grant this leave and hold their permanent position for their return.

In total we have 93 employees who hold permanent positions who are on authorized leaves.

We have been very fortunate to be able to hire a number of temporary staff over the past year, however, as you can understand we cannot hire people into positions that are held by someone on leave. We continue to recruit and hire staff in temporary full time positions. It is certainly recognized that employees would like some certainty in their life, but unfortunately we cannot offer permanent positions until there is a position available. We also continue to have part time employees working in temporary full time positions to ensure anyone who would like to work full time has that opportunity.

The other challenge right now is that staff who have worked very hard during this pandemic need to have some vacation time. We know that there have been challenges especially on the weekends and are continuing to hire to try and fill the gap.

### **Third Covid19 Vaccinations**

We are starting to receive some information on the availability of a third vaccination for residents living in long term care homes.

The following was received from the Ministry of Health and Ministry of LTC:

*“Based on the recommendation of the Chief Medical Officer of Health and health experts, the province will begin offering third doses of the COVID-19 vaccine to those at highest risk, providing them with an extra layer of protection against the Delta variant, as we face the fourth wave of the pandemic. Residents of LTC homes and higher-risk licensed retirement homes will be eligible to receive their third dose at least five months following their second dose.*

*Certain populations may demonstrate a suboptimal immune response to a two dose COVID-19 vaccine series due to underlying health conditions. There is also some evidence to indicate that the vulnerable elderly population develop less of an initial immune response and exhibit more rapid waning of antibody. In these populations, a third dose of the current mRNA COVID-19 vaccines is recommended.”*

Although we know that this is coming we do not yet have a date. We will be requesting consent for this third vaccine soon so that we are prepared to provide the vaccine as soon as it is available. The consent forms will soon be available for residents and the substitute decision makers. We recommend that you start to think about this consent so when asked you are prepared to decide.

Stay safe and be well,

**Janet Morris**  
President and CEO