

THE NAVIGATOR

A Publication for Members of Health Association Nova Scotia

HANS/*igility* Excited to Support Provincial Programs Aimed at Attracting and Retaining Continuing Care and DSP Employees

As originally announced by the Honourable Barbara Adams on November 1, 2021, HANS/*igility* is partnering with the Department of Seniors and Long Term Care to administer a provincial Recruitment and Retention Program for the long term care and home care sectors.

The Continuing Care R&R Program has been created to enhance recruitment of the continuing care workforce by providing 6 dedicated and centralized HR recruitment positions at HANS/*igility*. Two of these positions will focus on international recruitment - assisting long term care and home care employers with increasing the international recruitment of CCAs, RNs, LPNs and other health care workers.

The mandate of the R&R program is to recruit new entrants into the sector as well develop and implement strategies to retain the existing workforce. Two funds have been established to support organizations in their R&R efforts, the Innovation Fund, and the Professional Development Fund, which are each valued at \$1 M.

HANS/*igility* is also delighted to be delivering a program for the DSP sector as announced in late fall. The Disability Support Programs R&R program has also been created with the same goal of enhancing recruitment in the DSP sector, to assist organizations an innovation fund has been established for \$50,000.00 as well as the hiring for 2 dedicated and centralized HR recruitment positions at HANS/*igility*.

[cont'd on page 2](#)



“Our members are committed to ensuring that seniors receive safe, reliable, and high-quality care in the place they call home. Having sufficient human resources and ensuring that staff have a quality of work life that is meaningful and rewarding is essential to meeting this goal of continuing care excellence. These announcements are exceptionally welcome news and represent another step forward in promoting positive change in Nova Scotia’s continuing care sector. We look forward to our continued partnership with the government in supporting implementation of many of these important initiatives.”

Mary Lee, President/CEO, was invited to deliver remarks at the December 8, 2021 media briefing where Premier Tim Houston announced a \$57 million investment to attract, retain continuing care workers, and add more beds.

What’s Inside:

PAGES 1 & 2:

HANS/*igility* Excited to Support Provincial Programs Aimed at Attracting and Retaining Continuing Care and DSP Employees

PAGE 3:

igility News -
PPE Ordering and Database
Management Safe Patient Handling
Wound Management Program

PAGE 4:

Cyber Security Webinar
Dementia Friendly
Communities Focus Groups

PAGE 5:

Mark Your Calendars!

PROGRAM UPDATE

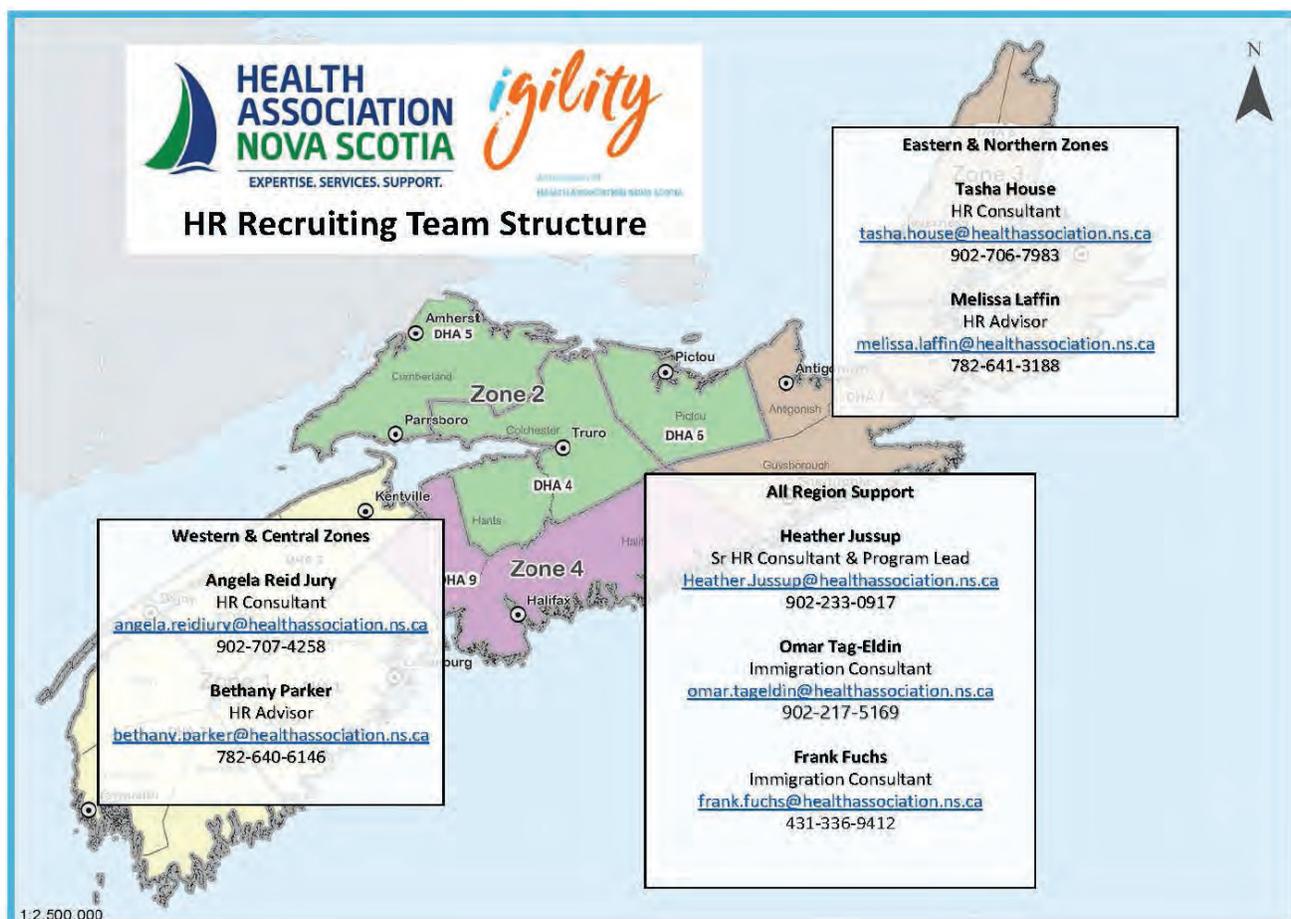
- Both DSP & CC programs are now up & running
- 2/2 positions for DSP are filled and 6/6 positions for CC are filled
- Employers can currently submit recruiting or funding requests by using our general email, and their request or inquiry will be triaged to their designated HR Rep for further support.
- Our Applicant Tracking System is now live! Prospective candidates will be directed to our new tracking system when applying online:
<https://hans.startdate.ca>
- Recruitment and Funding Request Forms are now available for employers on the www.sharethecarens.ca website.

Funding: <https://www.sharethecarens.ca/dsltc-funding-request-form/>

Recruitment: <https://www.sharethecarens.ca/job-requisition-form/>

OTHER HIGHLIGHTS:

- In addition to regular recruitment activities, the team is currently supporting with several activities to support with the critical shortages in LTC. Over the last two weeks we have connected over 190 prospective candidates with facilities and home care agencies who are available for immediate short-term work across a variety of positions. We are also working in collaboration with DSLTC and NSH to support with the coordination of early clinical placements for Nursing Students and CCAs in LTC.
- Our HR and Immigration team(s) have been connecting with colleges, universities, and other partnerships both provincially and nationally to generate awareness around our program, post & advertise for open roles, and to determine new ways to partner with these groups to attract net new workers to the sector.
- Our Immigration and International Recruitment Team will be completing their first overseas recruitment trip in early March with a focus on hiring CCAs.



Please reach out to your zonal HR representative or email ccrecruitment@healthassociation.ns.ca if you have any questions or need support.

Igility News

2021 was an exciting year of growth for **igility**, as we move into 2022 we continue to provide support to the sector through ongoing projects and new initiatives. Our major initiatives include:

PPE ORDERING AND DATABASE MANAGEMENT

igility continues to operate the PPE provincial ordering program. Since the programs inception we have processed over 2700 orders totaling over 15 million items.

SAFE PATIENT HANDLING

We are completing another record year of Guldman installations at **igility**. The long-lasting quality of the product is being enjoyed by more and more facilities throughout Atlantic Canada. In Nova Scotia alone we have completed many substantial installations within LTC and hospital settings as well as selling individual slings and other supplies.

We are demonstrating the importance of track systems that move on 2-axis allowing for ease of repositioning in-bed, limb holding, turning, wound mitigation and limitless options for points of transfer. Now more than ever, appropriate care with a room covering system is reducing injuries that are more likely when using limited straight track designs. At **igility**, we work to provide solutions that deliver more comfort for both residents and care providers. To further this goal safe patient handling is now hiring new sales staff and expanding into the remaining Atlantic Provinces.

If you would like information please contact: information@igility.ca

WOUND CARE MANAGEMENT PROGRAM

In April 2021, the Minister of Health and Wellness announced that they were partnering with the federal government to expand the department's initiative for wound care. **HANS/igility** was engaged to oversee implementation and ongoing administration of the program by providing clinical support through a Program Coordinator and four Wound Consultants covering all zones.

The foundation for this program is to assist DSLTC funded long term care providers and home care agencies that provide nursing services to take a consistent approach in the prevention and management of evidence-informed wound care, improve wound management outcomes and build capacity through knowledge transfer within the continuing care sector.

As of the end of November the program had completed 181 wound referrals.

If you have any questions about the program or supports available, please contact one of the consultants at: woundcare@healthassociation.ns.ca



Our Wound Management Program team joined by Mary Lee, President/CEO, for a day of Professional Development



Ask about our:

- Safe Patient Handling Solutions
- Financial Advisory Services
- Executive Search Services
- Extended Benefits Administration
- Business Advisory Services

Cyber Security Webinar



On February 8, 2022, HANS/igility held a Cyber Security Webinar presented by Robert Dunn, LLB, CIPP-C, Barrister and Solicitor, offered free of charge as a value add of membership. The following areas were covered:

- The “human firewall”. Building resilience in the workplace and creating a security aware culture. Providing your staff with the tools to identify and manage risks. Measuring workforce resilience.
- Providing a policy direction and structure to your system. Building and managing an acceptable use and data security policy appropriate to your organization. Creating an accountability and governance structure for the management of risk.
- Creating and testing a privacy breach response plan and maintaining a privacy breach registry.
- Know and measure your risks. Identify your vulnerabilities and determine what your “crown jewels” are. Create an inventory of your critical technology and the sensitive data in need of protection. Classify the risk levels and ensure appropriate safeguards are in place.
- Identify and review risk levels associated with third party relationships. This involves system networks being utilized as well as ordinary external service providers.
- The role of cyber insurance in managing risk. Evolving trends and some key components of a reliable insurance policy.
- Ensuring regulatory compliance. The role of legislation such as PIPEDA and the provincial Personal Health Information Act. Knowing the key requirements and the enforcement structures.
- Responsibilities of the Board of Directors in providing oversight on this important area of risk management.

At the request of webinar attendees we are developing a Cyber Security Toolkit for members, and hope to send it out in the near future!

If you were unable to attend, and are interesting in receiving a link to the webinar and a copy of the presentation, please contact: alex.cross@healthassociation.ns.ca.

Soci t  Alzheimer Society

NOVA SCOTIA



Alzheimer Society of Nova Scotia is looking for ways to make Nova Scotia more dementia friendly. To help guide this work, they would love to hear from you! Please join them for virtual discussions facilitated by the Centre on Aging at Mount Saint Vincent University. You will have the chance to share your experiences interacting with people and places (e.g., retail, banks, transit, health care) and share ideas about how these interactions could be improved. Sessions will take place via Zoom.

Persons living with dementia:

Wednesday, February 23, 10:00-11:00 a.m. [Register here.](#)

Care partners:

Friday, February 25, 10:00-11:00 a.m. [Register here.](#)

Guldmann™

Resident Lift System Solutions that STRETCH your budget.

Ceiling lifts, floor lifts, slings and more.

We are ready to quote your projects!

Longest service life, 15 years!

Largest selection of designs and options.



Solutions for
Transfer, Treatment & Training
in Long Term Care



Professional, Maritimes-based installation team.

Slings & Accessories

Broadening the clinical application

The comprehensive Guldmann range of slings features slings for many different care tasks, ranging from lifting, positioning and moving to training, mobilisation and activation. The right sling ensures comfort and safety for the user, along with a proper working position for the caregiver.



Please contact Jim Siller for more information. Jim.siller@igility.ca
902-266-4335

www.Guldmann.com

igility

A SUBSIDIARY OF
HEALTH ASSOCIATION NOVA SCOTIA



SAVE THE DATE

10TH ANNUAL RESEARCH SYMPOSIUM A VIRTUAL PRESENTATION

www.northwood.care
information@nwood.ns.ca

Northwood
LIVE MORE

FRIDAY, JUNE 17, 2022 – STAY TUNED!



PASSION LED US HERE



2 Dartmouth Road
Bedford, Nova Scotia B4A 2K7

902.832.8500
healthassociation.ns.ca

Wouldn't it be nice to count on
a single provider for your most
important service needs?
YOU CAN.

Proud member of the



Canadian Association
for Long Term Care