



# **MINUTES**

## **JOHN NOBLE HOME COMMITTEE OF MANAGEMENT WEDNESDAY, SEPTEMBER 8, 2021**

1:00 P.M.

VIRTUAL MEETING

JOHN NOBLE HOME

**Sarah MacCuish**  
***Administrative Assistant***

**JOHN NOBLE HOME COMMITTEE OF MANAGEMENT  
MINUTES**

WEDNESDAY, SEPTEMBER 08, 2021

1:00 P.M.

VIRTUAL MEETING

Joan Gatward, Chair, called meeting to order at 1:00 p.m.

**1. ROLL CALL**

Present: City of Brantford  
Councillor Carpenter (1:08 p.m.)  
Mayor Davis  
Councillor Antoski  
Councillor Vanderstelt

County of Brant  
Mayor Bailey  
Councillor Gatward  
Councillor Wheat (1:08 p.m.)

Regrets:

Also Present: J. Miller, S. MacCuish, M. Cox, S. Proulx, B. Stonham

**2. DECLARATIONS OF CONFLICTS OF INTEREST**

No pecuniary interests were declared

**3. MINUTES**

**3.0 Minutes**

Moved by Councillor Vanderstelt  
Seconded by Mayor Bailey

THAT the following Minutes (3.1) BE ADOPTED:

**3.1 John Noble Home Committee of Management – June 9, 2021**

CARRIED

**4. PRESENTATIONS/DELEGATIONS (list, if any, available at meeting)**

There were no presentations or delegations.

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| <b>5. ITEMS FOR CONSENT</b> |
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Moved by Councillor Antoski  
Seconded by Mayor Bailey

THAT Items for Consent (5.1 to 5.5) BE APPROVED

Items for Consent 5.3 and 5.4 were separated for discussion.

**5.1 John Noble Home Administrator's Report [Financial Impact - None] (JNH2021-32)**

THAT the John Noble Home Administrator's Report JNH2021-32 BE RECEIVED.

**5.2 John Noble Home Monthly Budget Summary for July 2021 [Financial Impact – None – Overall On Track at this Time] (JNH2021-33)**

THAT the Monthly Budget Summary JNH2021-33 for July 31, 2021 for the John Noble Home BE RECEIVED.

**5.5 Service Employees' International Union Arbitration Award Report [Financial Impact - \$129,172 plus benefits] (JNH2021-36)**

THAT the John Noble Home report JNH2021-36 on the outcome of the arbitration hearing between the John Noble Home and the Service Employees' International Union BE RECEIVED.

Items for Consent 5.1, 5.2, and 5.5 were voted on and approved.

**5.3 The Quality Improvement Report for priority and elective indicators for Quarter 4, 2020 [Financial Impact- None] (JNH2021-34)**

THAT the John Noble Home Quality Improvement Report JNH2021-34 for priority and elective indicators for Quarter 4, 2020 BE RECEIVED.

The Homes' strategies to minimize falls was explained by B. Stonham to include adding residents who have returned from hospital to the Falling Leaves program. Most falls that are happening in the Home involve residents who are self-transferring and have a diagnosis of dementia. J. Miller added that the Homes' nursing and physiotherapy staff analyze all falls to determine possible causes and to minimize risk of reoccurrence where possible.

In Homes where falls are lower, typically, restraints will be higher. Where more restraints are used you can also notice that skin integrity decreases. A fall with restraints can result in a more serious incident or injury.

At 1:08 p.m. Councillor Wheat and Councillor Carpenter joined the meeting.

M. Cox explained that residents returning from hospital can have an increased risk of falls due to deconditioning or increased weakness in muscles. Also, when in hospital medications may be adjusted which can lead to a delirium.

Item for Consent 5.3 was voted on and approved.

**5.4 Brantford-Brant Ontario Health Team Governance Committee Development Update [Financial Impact - None] (JNH2021-35)**

THAT the report Brantford-Brant Ontario Health Team Governance Committee Development Update JNH2021-35 BE RECEIVED.

J. Miller highlighted that involvement in the development of the Health Team has ensured that the voice of long term care is not forgotten while planning for the community's health care. It can also reduce duplication of services within the community. Councillor Carpenter has been sitting on the Health Team Governance Committee. J. Miller will continue to provide reports on the progress of the Health Team development.

Item 5.4 was voted on and approved.

CARRIED

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| <b>6. ITEMS FOR CONSIDERATION</b> |
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Moved by Councillor Antoski  
Seconded by Mayor Bailey

THAT Item for Consideration (6.1) BE APPROVED

**6.1 John Noble Home 2022 Capital Budget and 10 year Capital Plan.  
[Financial Impact – Gross \$986,000 (2022 requests), City of Brantford  
\$710,906, County of Brant \$275,094] (JNH2021-37)**

THAT the John Noble Home 2022 Capital Budget Report (JNH2021-37) BE RECEIVED; and

THAT the John Noble Home 2022 Capital Budget and 10-year capital plan as outlined in Report JNH2021-37 BE FORWARDED to both the City of Brantford and the County of Brant for consideration as part of their 2022 Budget deliberations.

S. Proulx highlighted the financial impact of the 10-year capital plan. There are no changes in the 2022 requests from previous years. It has been verified that following the transfers by the City and the County for the 2022 year to the John Noble Home

reserve account, funds will exist for all projects. The capital plan is due September 24, 2021 to the City.

Item for Consideration (6.1) was voted on and approved.

CARRIED

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| <b>7. PRIVATE AND CONFIDENTIAL ITEMS</b> |
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Moved by Mayor Bailey  
Seconded by Councillor Antoski

THAT Committee MOVE IN-CAMERA to discuss the following items (1:30 p.m.)  
MOTION TO MOVE IN-CAMERA  
CARRIED

M. Cox and B. Stonham left the meeting at 1:30 p.m.

**7.1 John Noble Home compensation increases for the year 2020 and 2021 for the Home's Non-Union Group of Employees (JNH2021-38)**

Labour relations and employee negotiations

The Committee met In-Camera, discussed item 7.1, provided direction to Staff and returned into Open Session (1:37 p.m.)

J. Miller and S. MacCuish left the meeting at 1:43 p.m. due to technical issues and S. Proulx became the clerk.

Moved by Councillor Vanderstelt  
Seconded by Mayor Bailey

THAT a 1.6% salary increase effective January 1, 2020 and a 1.5% salary increase effective January 1, 2021 for all current Non-union employees within the John Noble Home including retroactive wage adjustments BE APPROVED.

Voted on and approved unanimously.

CARRIED

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| <b>8. CORRESPONDANCE</b> |
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There were no correspondence items.

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| <b>9. NOTICES OF MOTION</b> |
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There were no notices of motion

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| <b>10. QUESTIONS</b> |
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Councillor Carpenter requested that the Homes 4<sup>th</sup> wave pandemic plan be included in the next meeting.

Councillor Gatward noted that G Architects will be presenting options for Bell Court at the October meeting.

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| <b>11. NEXT MEETING</b> |
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The next meeting of the John Noble Home Committee of Management will be held on Wednesday, October 13, 2021.

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| <b>14. ADJOURNMENT</b> |
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The meeting was adjourned at 1:46 p.m.

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Councillor Gatward  
Chair

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S. MacCuish  
Administrative Assistant