

# **Provincial Transition Strategy for RCFs**

## Service Provider Briefing - April 2024

# Agenda | Today's Goal



1. Background
  - i. Remedy Overview
  - ii. Community Transition Targets
2. RCF Transition Strategy
3. System Enablers
4. Funding Approach
5. Service Providers Advancing with DSP
6. What's next?



## Objective

Present and discuss the RCF Provincial Transition Strategy, sharing timelines for effective planning and collaboration. Acknowledge the upcoming changes for Service Providers and provide an overview of how DSP aims to support your organizations through these changes to ensure effective and safe transitions.



# **Background | Remedy Overview**

# Background | Remedy Overview



## Remedy For the Findings of Systemic Discrimination Against Nova Scotians with Disabilities:

- Human Rights complaints were filed by 3 DSP participants who resided in Emerald Hall. The complaints alleged that the province discriminated against these individuals and all persons with disabilities in Nova Scotia by not providing supportive housing in the community.
- In October 2021, the Nova Scotia Court of Appeal ruled in favour of the plaintiffs.

## The Disability Rights Coalition (DRC) summarizes the ruling around four grounds:

1

### Unnecessary Institutionalization

There has been unnecessary institutionalization in purpose-built institutions for persons with disabilities as well as in other institutional settings such as psychiatric hospitals

3

### Denial of Community of Choice

Persons with disabilities have often been 'placed' in settings distant from their families/friends, and not within their community of choice

2

### Right to Assistance

The right to assistance when needed has been denied to eligible persons with disabilities

4

### Delays in Assistance

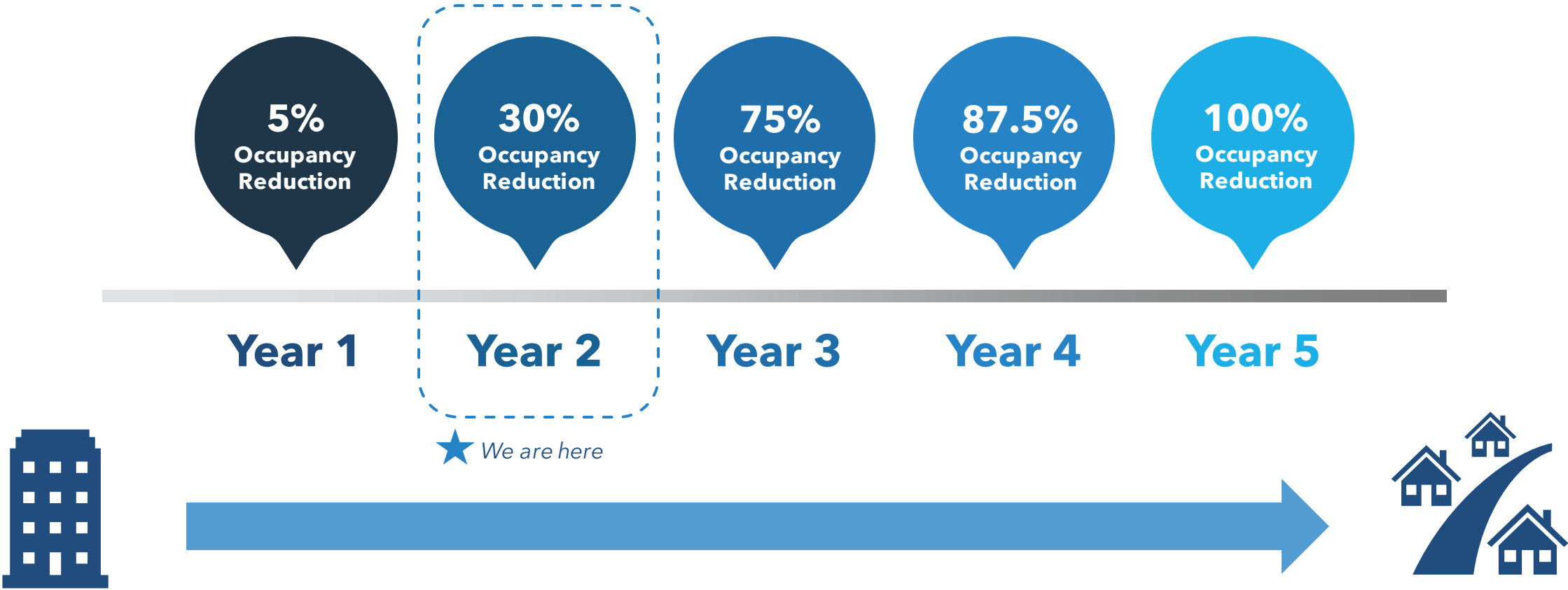
Persons with disabilities have experienced frequent, indefinite, extended delays in the provision of assistance (waitlists) despite statutory entitlement

# Background | Community Transition Targets



Below are the required Remedy community transition targets for RCFs that DSP must meet to phase out institutional facilities over the observed timeline, as outlined in the **Remedy Key Direction #2: Closing Institutions.**

This work will require DSP to support approximately **341 RCF Participants** to move into new community housing opportunities over the coming years.





# **RCF | Transition Strategy**

# RCF Transition Strategy | Developed Approach



The RCF Transition Strategy frames transition timelines across a regional level. The established approach considers Service Delivery capacity by recognizing collective regional placements/transitions that are occurring in ARC/RRC/RCFs.

## The Approach:

- **Prioritizes** initial IPSC distribution in regions with proportionately lower ARC/RRC placements, which would optimize service delivery time and resources.
- **Bases** transition timelines for the RCFs on regional placements rather than on individual facility transition timelines.
- **Enables** IPSCs to prioritize planning and assistance for participants who are prepared to initiate the transition process.
- **Sets** clear phase-out timelines across regions, while starting all closures simultaneously allowing for provincial coordination
- **Allows** for a substantial number of community transitions in years 2-3, allowing for extended community transitions to occur in years 3-5 if needed
- **Acknowledges** future opportunities, DSP will work to understand participant preferences and service provider capacity, understanding if there are scenarios where current RCFs can transition to provide Remedy aligned supports



# RCF Transition Strategy | Timeline



Shared below is the **Provincial RCF Transition Strategy** that has been developed, which will be implemented by DSP Regional Closure Teams across the province to meet required Remedy closure and transition targets.

The timelines for transitions and facility closures will **initiate in November 2024**, once the regional hubs are established and IPSCs begin transition planning with DSP participants.

Extended Transition timeframes account for some outliers that may occur due to support complexity or community housing constraints.

Legend:

Central Region Facilities

Western Region Facilities

Northern Region Facilities

Eastern Region Facilities

	Initiating Transition Planning	24-Month Transition Timeline	36-Month Transition Timeline	Extended Transition Timelines
<b>Northern Region</b> 31 RCF Participants	Target Timeframe		Extended Transitions	
<b>Central Region</b> 139 RCF Participants	Target Timeframe			Extended Transitions
<b>Eastern Region</b> 58 RCF Participants	Target Timeframe			Extended Transitions
<b>Western Region</b> 109 RCF Participants	Target Timeframe			Extended Transitions
<b>RCF Expected Community Transitions</b>	140 Community Transitions	131 Community Transitions	70 Community Transitions	Outstanding Transitions





# **RCF Transition Strategy | System Enablers**

# System Enablers | Overview



DSP is actively working on establishing system enablers to ensure successful closures and transition of institutions in alignment with the developed strategy shared today. As facilities navigate transitions, these projects will provide dedicated support to organizations and to support the transition of DSP participants to community living.

## System enablers will include:

- Implementing a **No New Admissions Policy** for DSP facilities that are larger than 4 beds. The restricted admissions policy will be introduced for ARC/RRC/RCFs **in January 2025** and for Group Homes and Developmental Residences in 2026.
- Designing and launching a **Service Development Transition Fund** to provide one-time funding to support DSP service providers to manage the required changes in culture, capability and infrastructure
- Establishing a **Funding Approach** to support Service Providers once admissions cease and throughout the transition period.
- Launching **Regional Hubs and Regional Closure Team resources** to support targeted closure/transition efforts (to be fully staffed and operational by November 2024 including provincial, regional, and local DSP staff resources).
- Designing and implementing **crisis prevention and community response procedures** to proactively prevent crises from occurring and to provide clear actions, expectations and roles if a response is required.

# System Enablers | Regional Hub Timelines



The following timelines outline the creation of DSP Regional Hubs and hiring for the required positions to support community transitions and facility closures. Once Regional Hubs are established, IPSCs will be available to support participants transitioning to community.

	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	Jul 2024	Aug 2024	Sept 2024	Oct 2024	Nov 2024
Hiring Regional Hub Managers, Team Leads and Regional Closure Specialists													
Job Description Development and Classification (all Roles)													
Service Delivery Director (2) Recruitment and Hiring													
Regional Hub Manager (4) Recruitment and Hiring													
Team Lead Recruitment and Hiring													
Initial Training for Managers and Team Leads													
Roles are Live									★				
Hiring LACs, IPSCs & EFACs and Community Living Facilitators													
Recruitment (including community panels as possible)													
Hire													
Intensive Training for all New Roles													
All Regional Hub Roles Live													★



# **RCF Transition Strategy | Funding Approach**

# RCF Transition Strategy | Funding Approach Overview



DSP has established an updated funding approach to **ensure stability for service providers** during the transition of DSP facilities by offering tailored support and flexible grants while facility occupancy reduces.

Noted below is an overview of the developed approach

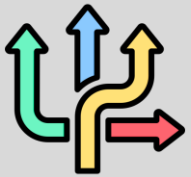
## Tailored Support for DSP Facilities:

- Provides DSP and service providers **capacity to make individual decisions** about staffing and organizational needs, ensuring that the organizations have steady support throughout the phase-out timeline.
- The approach **assumes that no simple equation can equitably provide support to DSP facilities** that are being closed and Regional Closure Specialists will work with your organizations to ensure appropriate funding is provided.



## Flexible Grant Based Approach:

- **Introduces a flexible grant-based approach** upon implementation of the No New Admissions Policy, to align and standardize **funding as DSP congregate living facilities are phased.**
- Led **by Regional Closure Specialists (RCS)** with direct support from the DSP placement coordinator, DCS finance and DSP specialists, and other staff as required.



## Standardized Assessments and Position Funding Streams:

- Built on a **repeatable assessment process, which provides stability for DSP Service Providers** and clarity for DSP in coordinating staffing assessments on an annualized basis.
- The position-based funding streams are built on current **DSP Rate Calculation Reports, Project Team Working Sessions and the current DSP Administrative Funding Model** provided to Service Providers.



# RCF Transition Strategy | Funding Streams



Shared below are the established grant funding streams that will be assessed on an annualized basis by the Regional Closure Specialists to ensure that appropriate funding and staffing levels are provided.



## DIRECT CARE STAFF

*E.g., Residential Care Worker, Residential Care Worker Relief, Nights Asleep/Awake, Residential Care Workers, Supervisors/Coordinators of Residential Care*



## ADMINISTRATIVE FUNDING

*E.g., Human Resource Positions, Accounting and Finance Positions, Administrative Support and Clerical Positions, Scheduling Coordination Positions*



## COMMUNITY FUNDED POSITIONS

*Eg. Part-time/full-time positions that may be incorrectly funded under the facility envelope that need to be re-assigned to the proper funding stream*



## FIXED MANAGEMENT FUNDING

*E.g., Administrator / Executive Director, Director of Programming,*



## UTILITY/OPERATIONAL STAFF

*E.g., Food Service Positions, Facilities and Maintenance Positions*



## FIXED OPERATIONAL FUNDING

*E.g., Insurance, Heating/Electrical, Bank Charges, Board Expenses/Fees, Cable, Cleaning Supplies, Dues/Fees, Taxes, Environmental Services/Contracts, etc.*



*Does this approach to funding align with your needs over the Remedy transition period?*

*Are there any missing elements that are important to your organizations to continue to provide operational support as facilities are phased out?*

**Recognizing individual facility needs and organizational structures, the positions within these categories may slightly vary based on the initial staffing assessments conducted by Regional Closure Specialists**



# **Service Providers** | Advancing with DSP

# Service Providers | Advancing with DSP



DSP is committed to supporting Service Providers to ensure they can sustainably provide support as transitions occur and that there are opportunities for collaboration in establishing and launching new support options.

## Supports for Service Providers Navigating Remedy Changes:



### Financial Support

- New funding frameworks and supports will provide sustainability and sector support to Service Providers as they close over the established Remedy timelines.



### Expanding Housing Opportunities

- DSP is working to expand program areas and develop new and innovative community-based residential opportunities, such as Home Sharing, to support participants as they transition to community.



### Closure & Transition Guidebooks

- DSP is developing reference materials for key partners including DSP staff, facilities staff, service providers, individuals with disabilities, and their families. These resources will provide guidance throughout the facility closure and the community transition process.



### More Sector Training and Staff Support

- Existing staff will be supported to gain the skills and knowledge they need to remain and excel in their profession. Professional development opportunities will be available across the sector for those interested in further training and support.



### New DSP Transition Support Staff

- DSP is launching Regional Hubs aimed to enhance community support availability province-wide.
- Each region will have a Regional Closure Team comprising of Regional Closure Specialist, Community Living Facilitator, Individual Planning and Support Coordinators, and others to aid in participant transition planning and the administrative side of facility closures.





# What's Next?



## Next Steps | Moving Forward Together

- DSP will continue to plan **the RCF Transition Strategy Communication Tour** and will be engaged with your organizations to share an established plan and communication timeline
- Our teams will continue to **hire and onboard the new positions required** to support the transition strategy
- DSP will continue to establish **new programs and support structures** (e.g., individualized funding) as required by the Remedy to support individuals as they transition to community
- Further information and support for individuals and their transition planning out of facilities will come in **November 2024** when the new DSP roles are hired.



### Further Questions?

Please reach out to Maria Medioli at  
[maria.medioli@novascotia.ca](mailto:maria.medioli@novascotia.ca)