



Fixing Long-Term Care Act, 2021

Phase 2 – Staff Certification and Wound Management

Released April 11, 2023



The Ontario Seniors Nutrition & Advocacy Committee (OSNAC) and its associated working group, the Food and Nutrition Advisory Team (FNAT) are voluntary groups of Registered Dietitians and Nutrition Managers focused on advocacy initiatives for seniors' nutrition and food service in Long-Term Care (LTC). We have been collaborating directly with industry partners, including the Ministry of LTC over the past 2 years, reviewing the current dietary-related regulations and making recommendations for change.

Below are some of the recent changes that are included in the Phase 2 amendments to the regulations. OSNAC/FNAT has created this tool to help better understand the rationale behind these changes.

SKIN AND WOUND CARE

Amendment



CHANGE: 55 2 (e) a resident exhibiting a skin condition that is likely to require or respond to nutrition intervention, such as pressure injuries, foot ulcers, surgical wounds, burns or a worsening skin condition, is assessed by a registered dietitian who is a member of the staff of the home, and that any changes the registered dietitian recommends to the resident's plan of care relating to nutrition and hydration are implemented. O. Reg. 246/22, s. 55 (2); O. Reg. 66/23, s. 12.

Rationale

- Change in terminology from 'Pressure Ulcer' to 'Pressure Injury'
- Continues to require health care staff to refer to the Registered Dietitian (RD) as outlined in the regulations and as determined by home policy
- Dietary referrals for skin tears, bruises, and rashes are no longer needed but a worsening skin condition, may require RD involvement
- This change will allow both the Dietitian and the Nursing team to use their time more effectively on high-risk concerns.

STAFFING CERTIFICATION CHANGES

1. Nutrition Managers (NM)



CHANGE: 81(3) Despite subsection (2), a person employed at a long-term care home as a nutrition manager before April 11, 2023, may continue in that role without meeting the qualifications of that subsection if they are actively pursuing membership in the Canadian Society of Nutrition Management or registration as a dietitian by the College of Dietitians of Ontario. O. Reg. 66/23, s. 17 (1).

Rationale

- The minimum staffing hours formula was changed to remove the 97% occupancy for NM and FSW to allow for better coverage and service despite bed count
- Allows homes that hired NM without CSNM certification during COVID to retain those NMs if they are actively pursuing their CSNM or RD certification. This helps with management continuity
- Those hired after April 11th must have CSNM certification
- NM hired since July 2010 may continue in the role without CSNM membership (allows to retain qualified staff who don't have CSNM membership)
- Allows homes to consider hiring cooks and FSW with hands-on experience, eg. institutional, health care, restaurant, or hospitality experience without academic credentials, if necessary
- Allows homes to have more flexibility when hiring and the opportunity to develop policy that defines their staff certification expectations
- Grandfather clause removed for NM, Cooks and FSW as no longer applicable
- It is the responsibility of the home to ensure adequate training for new staff hired without cook or FSW certification
- OSNAC/FNAT are advocating for the development of free, online education resources and modules to be accessible to all LTC Homes across Ontario to support the onboarding process

2. Cooks



CHANGE: 82. 2(c) has, in the reasonable opinion of the licensee, appropriate skills, knowledge and experience in the fields of institutional, health care, restaurant or hospitality cooking to perform the duties required of the position. O. Reg. 66/23, s. 18.

3. Food Service Worker (FSW)



CHANGE: 83. 2(d) have, in the reasonable opinion of the licensee, appropriate skills, knowledge and experience in the fields of institutional, health care, restaurant or hospitality food service to perform the duties required of the position. O. Reg. 246/22, s. 84 (1); O. Reg. 66/23, s. 20 (1, 2).

FOOD HANDLERS CERTIFICATION

Amendment



CHANGE: 78 (8) The licensee shall ensure that, during every hour in which a food service area is operating, there is at least one cook, food service worker or nutrition manager in the food service area who has successfully completed food handler training. O. Reg. 66/23, s. 16.

Rationale

- In past practice, all NMs, Cooks and FSWs had to have Food Handlers' Training* and renew the program every 5 years.
- Change states that only 1 cook, FSW or NM is required to hold certification during operating hours of food service areas.
- OSNAC/FNAT Best Practice recommendation is for all staff who will handle food to continue to have this certification as per past practice and to renew every 5 years.

*Note "Food Handlers Training" Definition: refers to the food handler training program offered or approved by the Ontario Ministry of Health or the local public health unit.

NUTRITIONAL SUPPORT ENVELOPE



Amendment

CHANGE: Increase in funding was announced. Not part of the regulation but rolled out with Phase 2 changes to FLTCA.

Rationale

- Increased to \$12.07 Per Resident per Day (from \$11.00 PRD) effective April 1, 2023

QUESTIONS?

For a copy of the current FLTCA Regulations click below:



[FLTCA Regulations](#)

For support or questions, contact OSNAC/FNAT below



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