



MEMO

To: All Ongwanada Staff

From: Lorrie Heffernan

Date: November 14, 2024

Re: Update on Staffing Challenges and Changes to Redeployment Process

Good afternoon,

Today we met with your local OUPSEU Executive to further discuss the significant staffing challenges we have with our supported homes. Ideas were shared from staff with us through presentations, emails and letters. We also had a consultant visit many of our homes and talk with employees throughout the organization to help us understand the issues and challenges you face and present your ideas to remedy the situation.

We are in the processes of working with these ideas and our ministry funders. We have made this a priority and will be developing and implementing some of the ideas as quickly as possible.

For today we want to announce that the redeployment of residential staff to other homes will be discontinued. We recognize the issues this practice has caused in terms of services to the individuals we support and of course the staff that deliver these services on a daily basis. This will be effective starting tomorrow.

As I mentioned more changes aimed at relieving our staff shortage situation are in the works. We are planning to share the entire plan in the next week or so after we have ensured we are meeting our obligations to our funder MCCSS and our commitments to the collective agreement. Updates will be provided every other week or as available.

The management team would like to take this opportunity to thank everyone who helped out with the redeployment process. We appreciate your assistance and commitment to our services through what is a very challenging time. We would also like you to know we appreciate the hard work that is done in order to provide the best services for the individuals we support in all of our homes and services during these challenging times of staff shortage and change.

Sincerely,

Lorrie Heffernan
Chief Administration Officer