

Long Term Care Covid-19 Commission Mtg.

Michael Hillmer (Assistant Deputy Minister,
Capacity Planning and Analytics
on Tuesday, December 8, 2020



77 King Street West, Suite 2020
Toronto, Ontario M5K 1A1

neesonsreporting.com | 416.413.7755

1	
2	
3	
4	
5	
6	
7	MEETING OF THE LONG-TERM CARE COVID-19 COMMISSION
8	
9	
10	
11	
12	
13	-----
14	--- Held via Zoom, with all participants attending
15	remotely, on the 8th day of December, 2020,
16	2:00 p.m. to 3:23 p.m.
17	-----
18	
19	
20	
21	
22	
23	
24	
25	

1 BEFORE:

2

3 The Honourable Frank N. Marrocco, Lead

4 Commissioner;

5 Angela Coke, Commissioner;

6 Dr. Jack Kitts, Commissioner.

7

8 PRESENTERS:

9 Michael Hillmer, Assistant Deputy Minister,

10 Capacity Planning and Analytics, Ministry of

11 Health;

12 Jennifer Bridge, Director, Health Analytics and

13 Insights;

14 Kamil Malikov, Director, Health Data Science;

15 Aileen Chan, Director, Health Data.

16

17 PARTICIPANTS:

18

19 Alison Drummond, Assistant Deputy Minister,

20 Long-Term Care Commission Secretariat;

21 Derek Lett, Policy Director, Long-Term Care

22 Commission Secretariat;

23 Lynn Mahoney, Counsel to the Ministry of Health and

24 Long-Term Care;

25 Roopa Mann, Counsel, Crown Law Office, Civil;

1 Amy Leamen, Counsel to the Ministry of Health and
2 Long-Term Care;
3 Judith Parker, Counsel, Crown Law Office, Civil;
4 Rose Bianchini, Angela Walwyn, Senior Policy
5 Analyst, Long-term Care Commission Secretariat;
6 Stephanie Figliomeni, Counsel, Ministry of the
7 Attorney General;
8 Angela Walwyn, Senior Policy Analyst, Long-term
9 Care Commission Secretariat.

10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

I N D E X

The following list of undertakings, advisements and refusals is meant as a guide only for the assistance of counsel and no other purpose

INDEX OF UNDERTAKINGS

The questions/requests undertaken are noted by U/T and appear on the following pages/lines: 24:25, 25:14.

INDEX OF ADVISEMENTS

The questions/requests taken under advisement are noted by U/A and appear on the following pages/lines: None.

INDEX OF REFUSALS

The questions/requests refused are noted by R/F and appear on the following pages/lines: None.

1 -- Upon commencing at 2:00 p.m.

2 COMMISSIONER FRANK MARROCCO (CHAIR):
3 Hi, Mr. Hillmer.

4 MICHAEL HILLMER: Good afternoon,
5 Commissioner Marrocco. How are you today?

6 COMMISSIONER FRANK MARROCCO (CHAIR):
7 Fine, thanks. And you?

8 MICHAEL HILLMER: I'm well, thank you.

9 COMMISSIONER FRANK MARROCCO (CHAIR):
10 Thanks for coming back.

11 MICHAEL HILLMER: Yeah, my pleasure.
12 I'm excited to be here. Commissioner Kitts,
13 Commissioner Coke, nice to see you again.

14 COMMISSIONER ANGELA COKE: Nice to see
15 you.

16 COMMISSIONER JACK KITTS: Good to see
17 you, Michael.

18 MICHAEL HILLMER: Okay.

19 COMMISSIONER FRANK MARROCCO (CHAIR):
20 You're waiting for anyone, or no?

21 MICHAEL HILLMER: I see my colleague
22 Jenn Bridge, Kamil Malikov. Perhaps one other, but
23 I think we could get going while we wait for my
24 third colleague to join.

25 COMMISSIONER FRANK MARROCCO (CHAIR):

1 Up to you. If you want to wait, we'll wait.

2 MICHAEL HILLMER: Oh, I see she's just
3 joined now, so I think we're all here.

4 COMMISSIONER FRANK MARROCCO (CHAIR):
5 All right. Well, you know, you know the drill. I
6 won't repeat it. We're ready when you are.

7 MICHAEL HILLMER: Okay. Well, maybe
8 we'll get right into it, and then I gather you've
9 hit your stride in terms of questioning.

10 So the same as last time, interrupt any
11 time you like, and we can follow any radicals that
12 emerge, and we'll both pursue them until we get to
13 the bottom.

14 COMMISSIONER FRANK MARROCCO (CHAIR):
15 Okay.

16 MICHAEL HILLMER: So we understood our
17 task to be these two questions, looking at key
18 performance indicators covering a range of
19 different topics, and then we've taken two tracks
20 on that. One, giving you a bit of an overview of
21 what we did in what I'll call pre-COVID times and
22 then what we're doing in COVID time.

23 And then Number 2, really, we took
24 about what -- how we're using different data sets
25 to help various decision-makers understand the

1 extent of resident well-being, outbreaks, spread of
2 outbreaks, and where there might be limitations in
3 current data sources.

4 So I think you've met some of my
5 colleagues before, but I'll just reintroduce them
6 to you at this point because I'll be passing off to
7 them at certain points when I reach the edges of my
8 knowledge and understanding. So I'll introduce
9 Jenn Bridge who is the director of health and
10 analytics and insights branch.

11 COMMISSIONER FRANK MARROCCO (CHAIR):
12 How do you do?

13 MICHAEL HILLMER: Okay. Kamil Malikov
14 who is the director of the health data science
15 branch, and Aileen Chan who is the director of the
16 health data branch. So I'm really collectively
17 representing the data analytic portfolio of the
18 division.

19 So I'm going to maybe move on to the
20 next slide, please.

21 So I think you had an overview of the
22 division last time particularly in context of
23 COVID. So this presentation plus my speaking
24 remarks goes a little more into the pre-COVID
25 times.

1 And so as you can see, we routinely
2 report a range of key performance indicators to
3 support program and policy development,
4 Accountability Agreements, internal dashboards, and
5 ad hoc requests, you know for --

6 One very specific example: The last
7 long-term care commission that I was involved
8 with/supporting was headed by Justice Gillese, and
9 I was looking into the murders committed by
10 Elizabeth Wettlaufer.

11 And we took on a specific piece of work
12 to support both the Ministry of Long-Term Care --
13 at that point, it was one Ministry -- now Ministry
14 of Long-Term Care and the Chief Coroner's Office to
15 monitor homes for potentially unexpected resident
16 deaths. And we're in the midst of putting that
17 into operational action in collaboration with the
18 Chief Coroner's Office.

19 And so I thought I might just start
20 with a couple remarks about what we do in pre-COVID
21 times. And so we support a number of portfolios.
22 We manage the Ministry's various websites. We
23 oversee the data holdings, the provisioning of
24 data, calculating and reporting on various
25 long-term care indicators.

1 And so I think you've got an overview
2 of the "longtermcarehomes.net" website that's used
3 to communicate with the homes. We oversee that and
4 are responsible for the posting.

5 We maintain various client profile
6 databases to document how many people are on the
7 wait list, what the waiting time is on that wait
8 list, what the occupancy is of homes, staffing
9 levels -- I know that's a particular interest of
10 yours -- and then, as I mentioned, many key
11 performance indicators.

12 So maybe I'll talk a little bit about
13 some of the data we maintain to support the
14 Ministry of Long-Term Care. So one key dataset --
15 it's called the "client profile database." And
16 what it does is it's a dataset that includes bed
17 classification and bed type, and it has,
18 essentially, demand and placement information at
19 the client level. So it's used by Ontario Health
20 and the placement coordinators to help understand
21 which homes have open beds.

22 And then, in turn, we use it to
23 provide -- you know, when you hear the familiar
24 statistic of 36 or 37,000 people on the wait list
25 and this is how long they've been there, we're

1 using the client profile database to do that.

2 And we, out of that, create what's
3 known as the monthly long-term care home system
4 report which is used by the Ministry of Ontario
5 Health and long-term care homes. And it's sort of
6 a snapshot of the number of beds, number of
7 residents, wait lists, things like that.

8 And so the other key data that sits
9 within Aileen Chan's portfolio is a system that's
10 known as the "Ontario Healthcare Financial System."
11 It's a series of standardized cost centres.

12 And, essentially, what we ask of the
13 long-term care homes is that they take their
14 general ledger and translate it to our standard
15 cost centres. Commissioner Kitts would be familiar
16 with this because he would have had to do this on
17 behalf of the Ottawa Hospital. And so the homes
18 will submit across a whole range of cost centres
19 including staffing information, pharmacy, food
20 services, et cetera, et cetera.

21 And what we, then, do is translate that
22 into a series of indicators that sit within our
23 healthcare indicator tool. It's a tool that is
24 available to the broader health public sector.

25 They can access it and do comparative

1 reports. You know, how much did home X spend on
2 overhead versus home Y, things of that nature.
3 FTEs associated with certain cost centres compared
4 across regions, homes, things like that.

5 COMMISSIONER FRANK MARROCCO (CHAIR):
6 Mr. Hillmer, if I can -- that -- I was concerned --
7 you know the four envelopes of money?

8 And in my experience, there often are
9 questions of interpretation about how these funds
10 can flow and not flow. And depending upon which
11 side of the line you're on or which side of the
12 field you're on, you have either a liberal or a
13 conservative interpretation of what you can do and
14 what you can't do.

15 Would it be possible -- is there any
16 monitoring done of how, for example, for-profit
17 homes are moving those funds? Is that data
18 supplied to you in any way?

19 MICHAEL HILLMER: That's a good
20 question. In terms of the financial reporting,
21 there are -- we put the standards out as the
22 Ministry, and we expect the individual institutions
23 to adhere to those.

24 So it's, you know, not unlike the CRA
25 where it's an honour system. We expect you --

1 there is a -- particularly in the hospital
2 sector --

3 Aileen is reminding me that reporting
4 is not mandatory, so I probably will defer to her
5 in a moment.

6 But in the hospital sector, we do
7 compare audited financial statements against what
8 is submitted in the Ontario Healthcare Financial
9 System. I believe we do not do that in the
10 long-term care home sector, but I'm going to pass
11 it over to Aileen to maybe dive into your question
12 a bit more and give you a bit more insight into
13 that financial reporting.

14 MS. CHAN: Hi. Good afternoon. In
15 terms of the reporting, it's done two times during
16 the year, one for Q2 and one for year-end. And as
17 Michael mentioned, because the reporting is
18 mandatory, compared to the hospital sector, the
19 compliancy rate for long-term care homes is not as
20 high.

21 And as Michael mentioned, you know, the
22 cross-walking of the financial statistical
23 reporting against the financial statement, I don't
24 think, is done on a regular basis. So that --
25 we'll have to confirm that with FMB, but that's my

1 understanding.

2 COMMISSIONER FRANK MARROCCO (CHAIR):

3 If there was a requirement that every home had
4 three months or two months or whatever -- but let's
5 just say, for the purposes of this discussion,
6 three months of personal protective equipment --
7 would you be able to monitor the expenditure to see
8 whether -- to get some sense of whether this was
9 being observed or not?

10 MICHAEL HILLMER: So it's a good
11 question. I was -- I was thinking about your ask
12 coming up to today, and pre-COVID, we had very
13 little line of sight into any given institution's
14 personal protective equipment and their infection
15 control.

16 It's just -- it was something we
17 expected facilities to do in terms of the Long-Term
18 Care Homes Act. You know, it's named as a specific
19 requirement that a home have an infection control
20 plan, and they would be inspected against it. But,
21 you know, we, as provincial data stewards, would
22 not have that kind of information nor were we
23 typically asked for it.

24 You know, we now track PPE and
25 inventory a lot more closely. We use what was

1 historically known as the Daily Bed Census tool
2 which we've now rebranded as the "health data
3 collection service" because we are collecting a lot
4 more information than just bed information, like
5 PPE inventories and other things which I'll get
6 into.

7 So it's a long-winded answer which I
8 will summarize to say that we could. We would
9 either need to ask specifically for, you know,
10 inventory and expenditures associated with it, or,
11 if there was an appropriate Ontario healthcare
12 financial standard cost centre associated with PPE,
13 then we could track it that way as well.

14 But we didn't -- we don't typically
15 track inventory down to that particular level. It
16 would sit in higher-level cost centres -- you know,
17 sundry items, you know, diagnostics. You know,
18 that's kind of the level of category.

19 COMMISSIONER FRANK MARROCCO (CHAIR):
20 (Indiscernible).

21 MICHAEL HILLMER: Yeah, exactly.

22 So, you know, theoretically,
23 absolutely. And then the nature of how it's
24 reported becomes, you know, "what lever are you
25 going to use?" "Are you just going to ask the

1 homes -- "

2 You know, as Aileen mentioned, that's
3 what we do with financial reporting. Or in the
4 terms of the recent testing directive, that came
5 out under a minister's directive in which case it
6 has, you know, the legal ramifications that go
7 along with them in a search directive.

8 COMMISSIONER FRANK MARROCCO (CHAIR):
9 Or ask their -- if they have a professional
10 accountant on staff, ask that person to certify, or
11 ask their auditors to certify that this is what
12 they spent on PPE?

13 MICHAEL HILLMER: Sure.

14 COMMISSIONER FRANK MARROCCO (CHAIR):
15 You kind of know if you're not -- if you're
16 spending that amount of money, "that's probably
17 three months' supply," or "that can't possibly be
18 three months' supply," that sort of a check. I
19 think I understand it's possible if it was going to
20 be done.

21 MICHAEL HILLMER: Yeah, absolutely.
22 You know, one of the themes of today's presentation
23 is, you know, really anything is possible.

24 COMMISSIONER FRANK MARROCCO (CHAIR):
25 Yeah.

1 MICHAEL HILLMER: It's like my -- like,
2 my contractor says to me "we can do anything you
3 want. You just have to be willing to pay for it."
4 And the cost always is the burden to the homes in
5 terms of what they need to do to be able to collect
6 and submit it and then our ability to make
7 meaningful use of it. That's kind of my analogy of
8 the contracting world.

9 And so maybe I'll just -- I'll segue a
10 little bit, and then I'll get into the specifics of
11 the presentation which are a little more focussed
12 on COVID reporting.

13 COMMISSIONER FRANK MARROCCO (CHAIR):
14 Okay.

15 MICHAEL HILLMER: So because we knew
16 that staffing --

17 Oh, yeah, please, Commissioner.

18 COMMISSIONER JACK KITTS: Just a quick
19 question before you go on because I -- and maybe I
20 should know this, but I really don't, so...

21 In Health Quality Ontario where
22 hospitals and, I think, others submit quality data,
23 is the long-term care sector part of that
24 submission?

25 MICHAEL HILLMER: It is a great

1 question. I was going to cover that a little bit,
2 but I'll do it now.

3 So each hospital, long-term care home,
4 and primary care organization needs to submit a
5 quality improvement plan to Health Quality Ontario,
6 now Ontario Health. And we will help calculate
7 some of the indicators that go into the quality
8 improvement plans. And for hospitals, it was
9 mandatory through the Excellent Care For All Act
10 and for homes.

11 The mandatory nature was manifested in
12 the Accountability Agreements, and then Ontario
13 Health then reviews them. And, really, the purpose
14 is to lay out a set of improvement goals and have
15 some data and indicators to measure against those
16 goals, and then you resubmit the next year.

17 COMMISSIONER JACK KITTS: Okay. Thank
18 you.

19 MICHAEL HILLMER: So I've highlighted
20 some of the systems we used pre-COVID for -- and we
21 continue to use financial staffing and occupancy.
22 And, of course, the occupancy data we had was
23 generally two months out of date because that's
24 just the nature of the way the system worked. And
25 we need much more current occupancy.

1 So since the last time we talked, we
2 have launched a weekly occupancy survey of all
3 long-term care homes. I think it's been running
4 for about five weeks now. So we get a weekly sense
5 of the beds occupied, the beds not available
6 because of various infection control processes.
7 And we've been getting a completion rate of, in any
8 given week, about -- close to 600 of the, you know,
9 620-odd homes.

10 And we've determined that the occupancy
11 now sits on a weekly basis around 87 percent, and
12 that's of total beds available. And then when you
13 account for the beds not available for different
14 isolation procedures, the occupancy sits around
15 94 percent of the beds actually available. So
16 that's been a new development.

17 And then just last week, we launched
18 the testing survey to go along with the Minister's
19 directive where homes in the grey, red, and orange,
20 zones of the provincial COVID framework need to be
21 having their staff and caregivers and students and
22 others tested every seven days and then, for the
23 yellow and green zones, every 14 days.

24 So we've just launched that and have
25 one week's result of that, and that's -- both of

1 those -- the testing is so that the Ministry can
2 understand how homes are doing in terms of reaching
3 the 100 percent target as laid out in the
4 Minister's directive and to support, where
5 necessary, if it's low.

6 And then the occupancy monitoring is to
7 support both understanding of how homes are doing
8 with -- we -- you know, that no new residents can
9 be admitted to the multi-bed rooms so as to oversee
10 that process and then, also, to support where homes
11 might have beds available, more realtime
12 operational decisions so that, you know, somebody
13 in a hospital that needs placement could
14 potentially find an open bed in a home much more
15 quickly than we could previously offer up.

16 COMMISSIONER FRANK MARROCCO (CHAIR):
17 Mr. Hillmer, when you're calculating the occupancy,
18 you have a room with four beds in it but only two
19 people because they're not putting more than two
20 people in the room. Is that half full or full?

21 MICHAEL HILLMER: We ask specifically
22 about the multi-bed rooms as well. So when we do
23 the occupancy, it's just, you know, residents
24 divided by total beds. And then for the adjusted
25 occupancy, residents divided by beds available.

1 But we also ask about how many people
2 are in -- how many rooms have three people in them
3 and how many rooms have four people in them.
4 Because, of course, there are still people in those
5 rooms who are still residents, so we have some
6 sense of, you know, what the occupancy is of those
7 multi-bed rooms.

8 COMMISSIONER FRANK MARROCCO (CHAIR):
9 Okay. So the 87 percent could be one or the other?

10 MICHAEL HILLMER: Well, the 87 percent
11 is at the -- that's at the province level. So, I
12 mean, we have it right down to the home level, too.

13 And on any given home, we can tell you
14 the occupancy level plus how many people are still
15 in those -- how many -- how many people are still
16 in those multi-bed rooms, you know, that are over
17 the target of two.

18 Okay. The last thing I'll mention
19 before getting onto the rest of the presentation
20 are -- I know you had some questions about resident
21 well-being and, you know, how we measure that and
22 some of our other performance-monitoring work.

23 So one of our main sources for resident
24 well-being and monitoring what's happening in the
25 home is the Continuing Care Reporting System, the

1 CCRS, which contains all the interRAI assessment
2 data which is a really rich clinically-collected
3 source of data that happens when a resident is
4 admitted to a home.

5 It's -- I don't know -- like, hundreds
6 and hundreds of clinically-directed questions that
7 are asked about functional status, mobility, status
8 of pain, status of appetite, chronic diseases,
9 et cetera, et cetera.

10 And so there are these elements in
11 there that get at resident well-being like pain and
12 appetite and things like that. So as I said, it's
13 collected when the resident is admitted and then
14 quarterly and then upon any change in --
15 significant change in clinical status.

16 So I don't think you would call it a
17 true measure of resident well-being, but it does
18 get at some aspects of that. And so we use that
19 data source to report on things like number of
20 transfers of residents to the emergency department,
21 potentially avoidable emergency department visits,
22 acute hospital discharges for long-term care
23 residents.

24 Those all sit in either the
25 Ministry-LHIN Accountability Agreement or the

1 Long-Term Care Sector Accountability Agreements
2 that Ontario Health maintains with the homes.

3 Yeah. Please, go ahead, Commissioner
4 Coke.

5 COMMISSIONER ANGELA COKE: So I'm just
6 trying to understand. So the acuity level, is this
7 where they get the data that would go into the case
8 mix index for funding?

9 MICHAEL HILLMER: I'm going to ask my
10 colleague Kamil Malikov to tackle that. He's got
11 quite a bit of knowledge in that regard.

12 KAMIL MALIKOV: The acuity level is
13 basically based on the Rag (ph) three grouping
14 which is based on the -- basically, what kind of --

15 So the acuity level goes with that
16 count as well, yes, for -- to give you a short
17 answer.

18 MICHAEL HILLMER: But -- so, Kamil, is
19 the assessment data used to generate the acuity
20 level that goes into the --

21 KAMIL MALIKOV: Yes.

22 MICHAEL HILLMER: Yeah, okay.

23 KAMIL MALIKOV: So this was used for
24 that, but it's used not by us. It's used by a
25 different branch which has their funding formula.

1 COMMISSIONER ANGELA COKE: Okay. Thank
2 you.

3 MICHAEL HILLMER: I think the simple
4 answer is "yes."

5 COMMISSIONER ANGELA COKE: Okay.

6 MICHAEL HILLMER: So we use the CCRS
7 for a lot of those key performance indicators. And
8 clearly, as you've noted, Commissioner Coke, it's
9 used for other purposes as well.

10 And I think the important thing to
11 remember with the assessment data is that its
12 primary purpose is to guide care planning at the
13 home level. It just also happens to have all these
14 other uses because it's so rich and covers so many
15 aspects of residents' status and care provided to
16 them.

17 And so the other kind of indicators
18 that we would typically measure on behalf of these
19 agreements would be things like, you know, wait
20 times for determination of eligibility to be placed
21 in long-term care homes -- we measure median at the
22 90th percentile -- the long-term care home refusal
23 rate, so the number of times the home has rejected
24 an application because of their inability to meet
25 the needs.

1 So that, hopefully, gives you a bit of
2 an overview that we would -- of how we used
3 different data sources to monitor various aspects
4 of performance in pre-COVID times.

5 COMMISSIONER JACK KITTS: Michael, in
6 your data sources, is there a source that
7 reports -- and, again, like hospitals -- on the
8 overall resident, family, or power of attorney
9 experience in the home? Was that one measure or
10 indicator?

11 MICHAEL HILLMER: Commissioner Kitts,
12 do you mean sort of like the Picker surveys that
13 get done --

14 COMMISSIONER JACK KITTS: Yeah.

15 MICHAEL HILLMER: -- in a hospital
16 sector?

17 COMMISSIONER JACK KITTS: Yes.

18 MICHAEL HILLMER: I'm personally not
19 aware, but I'd ask if any of my colleagues would
20 know of something similar, you know, kind of
21 LTC-satisfaction type survey or question.

22 I'm getting some messages here that my
23 colleagues are not aware either.

24 COMMISSIONER JACK KITTS: Okay.

25 U/T MICHAEL HILLMER: I would, though,

1 offer up that we could just do a quick poll and
2 then maybe get an answer back to you based on a bit
3 more comprehensive poll in case I'm overlooking
4 something.

5 COMMISSIONER JACK KITTS: Yeah, that
6 would be -- that would be fine.

7 But, also, for the staff, too, with
8 staff engagement or a staff experience survey as
9 well.

10 MICHAEL HILLMER: Yeah, not that I know
11 of, Commissioner.

12 COMMISSIONER JACK KITTS: Yeah, you can
13 get back to us on that. That's fine.

14 U/T MICHAEL HILLMER: Okay.

15 COMMISSIONER JACK KITTS: Yeah, thank
16 you.

17 MICHAEL HILLMER: Yeah.

18 COMMISSIONER FRANK MARROCCO (CHAIR):
19 How timely is the data collection, from your
20 perspective?

21 MICHAEL HILLMER: It's a good question.
22 Some of the collections that we talked about that
23 we're running now around, you know, weekly
24 occupancy and testing of staff are very timely, but
25 I think they're the exception to the rule.

1 You know, take the CCRS system, the
2 assessment data. We, as the Ministry, don't end up
3 with that data until two orders have passed. So we
4 don't have any ability to understand, you know,
5 what's happening with residents at a really
6 granular level until, you know, half a year has
7 gone by, essentially.

8 So that's not that timely, and we've
9 already mentioned that the previous occupancy
10 monitoring was two months out of date. So we've
11 had to stand up these new data collection efforts
12 because of the need to understand this information
13 in a much more timely way.

14 So I would say, in general -- you know,
15 and Aileen mentioned the financial reporting that
16 would happen twice a year. That might be okay for
17 financial reporting. But, again, if you're trying
18 to understand something like your first question
19 around run rates, probably not timely enough.

20 COMMISSIONER FRANK MARROCCO (CHAIR):

21 M-hm. Okay.

22 COMMISSIONER ANGELA COKE: Can I just
23 ask another question?

24 MICHAEL HILLMER: M-hm.

25 COMMISSIONER ANGELA COKE: Are you

1 involved in sort of the analysis about future
2 demand given demographic trends and other data
3 that's available?

4 MICHAEL HILLMER: We do support those
5 kinds of analyses and, again, I might ask -- it
6 would typically be Kamil's area that did a lot of
7 this kind of work/support.

8 You know, whether it's bed -- you know,
9 the placement of new beds as part of the expansion
10 or to understand how many more people might not be
11 able to be served because of the growth pattern.

12 So I don't know if, Kamil, you could
13 just give maybe a quick overview of how you go
14 about that work.

15 KAMIL MALIKOV: For long-term care, we
16 didn't do any particular forecasting analysis so
17 far. The analysis that we were doing was basically
18 on comparing the -- or making an analysis on the
19 impact of the opening of new beds in the long-term
20 care and how that will impact the availability of
21 beds in other sectors, not specifically on how many
22 beds will be required in the LTC sector in, let's
23 say, ten years or next year. That was not part of
24 what we were doing so far.

25 COMMISSIONER ANGELA COKE: Okay. And,

1 sorry, I have one other unrelated question.

2 In terms of all the data that you do
3 have, is that open data that's available for others
4 to access and use?

5 MICHAEL HILLMER: Typically, no, with
6 some exceptions. So you take the assessment data,
7 I mean, that's the very essence of personal health
8 information. So we can't make that available.

9 Although another development that has
10 happened since we last talked is we've actually put
11 a lot more data into the open catalog that now
12 drives a series of new visualizations on the
13 Ministry's public-facing page. So there are some
14 new long-term care visualizations around --

15 Maybe, Jenn, you could remind me. I'm
16 just drawing a blank on what they are. But those
17 are now part of the open-data catalog.

18 COMMISSIONER ANGELA COKE: Okay.

19 MICHAEL HILLMER: So we know that
20 there's a big push to put more data out there. But
21 by and large, it's all too sensitive with personal
22 health information. And if we were to put it out,
23 it would have to be aggregated like what we have in
24 the catalog right now to support --

25 Because there's a big push right now to

1 get out all the information at a public health unit
2 level that has -- that are the key criteria for the
3 COVID response framework so that -- you know, in
4 Ontario, you could go and plug at the public health
5 unit and get a sense of, you know, where their
6 geography sits in terms of, you know --

7 Is the positivity over X percent, and
8 would that put me in lockdown, and what is my test
9 turnaround time in my local region?

10 That kind of information is now getting
11 out there. So it's actually kind of a step forward
12 in transparency which is really nice.

13 COMMISSIONER ANGELA COKE: Okay. Thank
14 you.

15 MICHAEL HILLMER: Okay. Now, I'm going
16 to transition to -- thank you, to Slide 4.

17 So I know one of your specific
18 questions was around some of the datasets and what
19 they get used for. So I'll maybe just go over this
20 slide because I think it's a good anchor slide for
21 some of the subsequent things that we're going to
22 show.

23 The case and contact management
24 solution, this is the new Public Health Information
25 System. It used to be called iPHIS, and now the

1 majority -- I think 33 of 34 public health units --
2 are now using the CCM solution.

3 And we use that for staff and resident
4 COVID case outcomes. We calculate long-term care
5 case fatality rate, hospitalization, ICU transfers,
6 case doubling rate. So that is a very valuable
7 data set to understand what's happening to
8 long-term care residents and staff.

9 The MLTC daily COVID-19 report, we get
10 outbreak status and progression of case counts, but
11 this is also a place where we get PPE and staffing
12 supply information from. This is where the
13 inspectors -- the LTC inspectors are contacting the
14 homes directly and inputting information on cases
15 and other aspects into a database that we have
16 access to. You can see some of the example
17 indicators we get from that.

18 The Laboratory Information System, we
19 use that to calculate testing volumes, positivity
20 rates for the homes and sectors. Also a really
21 important metric is the test turnaround times for
22 homes.

23 The other source of staffing
24 information -- because I know this was a big
25 interest of yours -- is the Health Professionals

1 Database, and this is a database that's generated
2 out of agreements with the various regulatory
3 colleges. And they will submit, annually, to us
4 information on their members -- number of members,
5 locations, work demographics, things like that.

6 And so we're able to tell you the
7 number of long-term care health professionals in
8 the sector by occupation from that database. It's
9 not timely, but it is good system information.

10 And then, finally, the other piece of
11 information -- Ontario Health maintains an
12 operational daily tracker where they assign a
13 red/yellow/green status to homes in their different
14 OH regions, and we use that information as part of
15 our surveillance system to highlight homes at risk
16 for the IMS team members.

17 All right. Let's keep going to
18 Slide 5. I think I've covered this, just to say
19 that one of the specific parts of your question was
20 do we understand who is on the floor at a given
21 time. And I think the answer to that is we don't.

22 We have an understanding of FTEs over
23 time periods. We don't really understand, on any
24 given day or shift, who is working. And so what we
25 do know is that the homes will indicate through the

1 daily tracker if they -- the percentage of regular
2 staff being used. That's a measure we use to
3 understand their staffing stability. If they're
4 using a low percentage, that means they're using a
5 lot of agency staff which isn't desirable.

6 They indicate if they're able to fill
7 their shifts within the next -- it's 48 or
8 72 hours, and then a binary question of, you know,
9 do you have any critical staff shortages right now,
10 and that's up to the home to decide what that
11 means.

12 But then those answers trigger specific
13 responses either from the IMS structure or from
14 Ontario Health who then endeavor to work with the
15 home to be able to fill any gaps that they're
16 indicating through those daily trackers.

17 But, again, it doesn't really tell us
18 who is working at any given time. And I think I've
19 already mentioned that resident well-being -- we do
20 capture some aspects of that through the assessment
21 data we receive as part of the CCRS data system.

22 COMMISSIONER JACK KITTS: Michael, is
23 this new since COVID, or has this always been a way
24 of monitoring long-term care homes?

25 MICHAEL HILLMER: These are forevermore

1 pieces here before COVID. I would say that the
2 exception to that is we didn't ask homes on a daily
3 basis about, you know, their use of agency staff.

4 That's a new piece since COVID, and the
5 resident well-being, everything that's in that
6 category was -- that was all collected before COVID
7 and continues to be collected.

8 The other piece -- I know that
9 Dr. Stall was in front of you for some exchange,
10 and I don't remember if he mentioned the work that
11 we collaborated on looking at psychotropic drug use
12 during the pandemic. We collaborated with him to
13 look at the prescriptions of antipsychotic drugs.
14 The use of those drugs in the long-term care
15 population is controversial.

16 Homes will use them to help address
17 when residents with dementia have really bad
18 psychological symptoms of their dementia. You
19 know, they can -- they can be very aggressive and a
20 lot of yelling, and antipsychotics are effective at
21 dealing with those symptoms, but they have really
22 deleterious side effects, the worst of which being
23 they can hasten mortality in a quicker way than if
24 you don't use them.

25 So Dr. Stall looked at the prescribing

1 of these drugs plus a few sedating drugs to
2 understand, you know, did the isolation and stress
3 of the pandemic lead to an increase in prescribing
4 of these drugs. And it looked like it did. There
5 was a small but noticeable increase in the
6 prescribing of these drugs.

7 I mean, I think there are probably
8 some -- you know, it's a balanced story because I
9 think the homes were faced with another very
10 challenging situation in Wave 1 where they would
11 have had a lot of residents who were experiencing,
12 you know, high levels of distress because of COVID
13 and isolation.

14 But I just -- I bring it up because it
15 is one other ways you can use a data source --
16 like, claims for drug prescriptions to be able to
17 surveil something like resident well-being and
18 mental health. And it's -- it was a -- it was a
19 nice piece of work that shone a light on something
20 that isn't really available in other data sources.

21 I'll keep going to Slide 6. Thank you.

22 So we just wanted to give you a general
23 sense of the sequence here where, you know, the
24 long-term care -- this is in relation to the
25 long-term care inspectors' database, the daily

1 COVID trackers. But this could equally be the OLIS
2 system or the CCMS system where the data is
3 collected. We end up receiving it through our
4 databases. We have a series of standard reports,
5 which I'll get into in a moment, and then we
6 provide those reports -- one of our major audiences
7 is the IMS Table -- providing these reports to IMS
8 for situational awareness and intervention as
9 required.

10 So I'll keep going onto Slide 8, I
11 think.

12 So now I get into some examples of the
13 IMS reporting and how we're using some of those
14 datasets to provide awareness in the platform for
15 action. So this table on the left, we provide to
16 IMS members at every meeting. IMS meets three
17 times a week. It's just a general overview of how
18 many homes are in outbreak and the nature of that
19 outbreak.

20 So you can see we try to provide a
21 sense of, you know, how many are big outbreaks, how
22 many are small outbreaks, how many fit into the
23 different categories of our surveillance system,
24 and we've got this new -- relatively new statistic
25 that we use here where we say, you know, how

1 many -- how many outbreaks are increasing or
2 decreasing or are plateaued.

3 And we show that as a measure of -- you
4 know, hopefully more homes end up with a decreasing
5 trend. And that's a -- you know, a measure of
6 success of, you know, different interventions and
7 the pandemic itself within the sector.

8 So this is -- you know, maybe Jenn --
9 no, that's okay. The same goes for both of these
10 slides.

11 Maybe, Jenn, you could just describe
12 the underlying data a little bit for those two
13 slides.

14 JENNIFER BRIDGE: No problem. So in
15 terms of the datasets that, you know, we're using
16 for the trending here, we are largely relying on
17 the daily tracker, daily report, that is filled out
18 from the inspectors and submitted to the Ministry
19 of Long-Term Care.

20 The other way that we're also
21 categorizing it is based on -- you know, we're
22 using this to also look at an alert status that
23 we're tagging the homes with it. I don't know if
24 you want to go to the next slide, please, but we
25 can talk about that.

1 So we take a few data sources to get --
2 we take a few pieces of information together, and
3 we worked on this, you know, consulting with the
4 Ministry of Long-Term Care and others to arrive at
5 an alert system that will help to identify homes
6 that may be at increasing, you know, risk of
7 outbreaks or risk of issues that they can
8 understand, like where it escalated and where it
9 falls on the spectrum.

10 So the first one is the "vigilance"
11 one. So we look at community rate, so if the rate
12 is at 10 per 100,000 cases of COVID in the
13 community. The other factors that go into all of
14 these are whether there's VMOs or MMOs that have
15 been issued and the outstanding orders.

16 There's also an operationally stable
17 aspect of this. So another piece of data that we
18 bring in to create these different levels is
19 whether or not a home has been classified as red,
20 yellow, or green by OH in the regions.

21 They take into consideration, you know,
22 whether the level of the home in outbreaks and
23 staffing -- you know, like, their staffing
24 considerations and that kind of thing. And they
25 assign it, you know, a status of red, yellow, or

1 green.

2 And other things that we'll take into
3 consideration are whether there's additional risk
4 factors, like, yeah, design factors if it's older;
5 if it's crowded; also some historical factors about
6 whether something's been, you know, in a red status
7 for more than five days, historically.

8 So if a home is, you know -- is not in
9 a community with a high rate -- less than 10 per
10 100,000 rate of COVID and it doesn't have any VMO
11 or MMO outstanding compliance orders and it's got a
12 stable rating from OH and local partners, then --
13 like, a green rating, then we'd call that -- just
14 be vigilant with this home. Things are looking
15 good, but it's just learning to be vigilant and
16 keep up the good practices.

17 If the home tips into a community where
18 there's 10 per 100,000 but it doesn't have any
19 outstanding compliance orders and it's still
20 considered operationally stable, it's considered
21 "early warning." So everything is operationally
22 good, but now you're at risk because of what's
23 happening in the communities, so keep an eye on it.

24 An "alert" status is if they go into --
25 three -- less than three -- three or less cases --

1 home is in outbreak unless three or less cases.
2 Then its gone into alert automatically and/or it
3 may have one or more outstanding compliance orders.
4 It's considered operationally at risk by OH and
5 other partners, and it's -- but -- or it's early
6 warning, and it has a risk factor that -- it --
7 either older design chain, crowded, historically
8 had issues with outbreaks.

9 And then the "high alert" is if there's
10 more than three cases in outbreak and at least one
11 of those cases is a resident and/or it's already
12 been flagged operationally at "high risk" or as a
13 "red" status by OH and local partners.

14 So based on that, we also create some
15 categorizations, and we tag all the homes with what
16 level of alert status they have and provide that as
17 well and report how those fall out in terms of the
18 homes that are in outbreak and the homes that are
19 not in outbreak.

20 MICHAEL HILLMER: Okay. Well, let's
21 keep going.

22 JENNIFER BRIDGE: Okay. All right.
23 And then this is just another way that we have been
24 reporting the data that Michael had spoken about.

25 We've been starting to look at patterns

1 to help categorize homes. Have they been showing
2 some increasing trends? So the cases continually
3 increase, and we'll provide a list of the homes
4 based on whether they're having that increasing
5 trend.

6 Or is the home not increasing, that
7 there's something that you need to keep an eye on?
8 For example, it's a new home that's come into
9 outbreak in the last few days, or is this home in a
10 decreasing trend, has it plateaued?

11 So it's also a way to help, you know,
12 the Ministry and partners understand, you know,
13 potentially what some of the trends are with the
14 homes at a home level and be able to, you know,
15 supplement some of the work that they're doing when
16 they're learning about the homes and help them
17 determine if there needs to be some follow-up
18 conversations or any types of supports given.

19 And then the next slide -- actually,
20 this would be every Friday --

21 I'll hand this over to Kamil, but every
22 Friday, we also provided IMS a higher-level
23 reporting that gives more of a sense of how trends
24 have been going compared to Wave 1 and other things
25 that might be happening beyond a home level, so at

1 a higher level.

2 But, Kamil, I'll let you talk to the
3 reporting that you provided.

4 KAMIL MALIKOV: Thank you, Jennifer,
5 and thank you, Michael.

6 Yes. You can see, on the first line,
7 the graph or the case fatality rate in the LTC
8 residents. It compares the point of time case
9 mortality in the second wave to the similar point
10 of time in the first wave so that we can have a
11 head-to-head comparison.

12 And those --

13 MICHAEL HILLMER: Kamil, I might just
14 interject for one moment to say we've defined the
15 second wave as September 1st onwards.

16 KAMIL MALIKOV: Yes. Thank you,
17 Michael. I forgot to mention that.

18 And that date was determined not only
19 by us but also confirmed by the research community
20 and the members of the Modelling Consensus Table
21 that advises government on the measures to -- and
22 provides evidence to support the measures for the
23 outbreak management or pandemic management.

24 So the light blue bars present the
25 first wave, and the dark bars represent the --

1 well, the other bars represent the -- the purple
2 bars represent the second wave.

3 And you can see that for all age
4 groups, the case fatality at a given time point was
5 below the first wave.

6 A similar analysis we're doing for the
7 LTC homes and resident outbreak in Wave 1 and
8 Wave 2, it's the right graph on the first row.

9 The size and the number of the homes in
10 the first wave -- the size of outbreak and the
11 number of homes in the outbreak is much smaller in
12 the second wave compared to the first wave.

13 At the bottom of the row on the left
14 side, you will see the forecast that we're
15 producing for cases of LTC residents and death of
16 LTC residents. You can see the trend that,
17 initially, the cases were quite stable and closer
18 to the best-case scenario forecast.

19 But recently, sometime mid-October,
20 they started rising up at a faster speed -- rate
21 than the forecasts, and now they're approaching the
22 worst-case scenario. Similar but not exactly the
23 same trend, you can see the deaths which start to
24 escalate a little bit later.

25 The middle graph is the -- the middle

1 table is the table coming from Jennifer's team, and
2 I will let her talk to that table later. I will
3 proceed with the two right-side graphs on the
4 bottom row, and they both represent the percentage
5 of homes with PPE shortages or percentage of homes
6 with the staff shortages.

7 And, again, you can see that the
8 situation is much better in the second wave
9 compared to the first wave both in terms of the PPE
10 shortages and the homes with the staff shortages.

11 Jennifer, back to you.

12 COMMISSIONER JACK KITTS: And before
13 you leave that, can I just ask a question about the
14 PPE shortage?

15 KAMIL MALIKOV: Sure.

16 COMMISSIONER JACK KITTS: So if I'm
17 looking at the graph, in the first wave -- I'm not
18 sure what I'm reading there with the peaks. Like,
19 its number of long-term care homes, the highest
20 seems to be 19 in that peak. What does that mean,
21 that 19?

22 KAMIL MALIKOV: It means that 19 homes
23 reported a shortage of PPE.

24 COMMISSIONER JACK KITTS: And what does
25 the -- on the day of the outbreak or --

1 MICHAEL HILLMER: Oh, yes.

2 KAMIL MALIKOV: Yes.

3 MICHAEL HILLMER: They've been -- so
4 Wave 1 would be end of February/beginning of March;
5 and Wave 2, September 1st.

6 So they're just equalized. So number
7 of days since those start points for either wave.

8 KAMIL MALIKOV: Yeah, thank you,
9 Michael. Exactly. It's the number of days from
10 the beginning of the outbreak -- or from the
11 beginning of the wave.

12 COMMISSIONER JACK KITTS: So if we take
13 the -- where there's an orange for the second wave
14 and a blue for the first wave, let's say at 37 or
15 38, whatever's in there, what does that mean?

16 KAMIL MALIKOV: It means that only one
17 or two homes in the second wave reported PPE
18 shortages, and so much -- many more LTC homes
19 reported PPE shortages in the first wave.

20 The orange represents the second wave
21 and number of homes reporting the PPE shortages,
22 and the blue bars represent the number of homes
23 reporting PPE shortages in the first wave.

24 COMMISSIONER JACK KITTS: So that's
25 striking. Similarly, the next graph, then, is the

1 staffing, and the shortage of staffing in the
2 second wave is strikingly less than the first wave
3 again, right?

4 KAMIL MALIKOV: Yes, exactly.

5 MICHAEL HILLMER: And this -- sorry,
6 this resonates with us. It has face validity on
7 the PPE front because we know so much work was done
8 with PPE supply and that there are the, you know,
9 provincial tables that exist to address any
10 organization that have shortages right away.

11 And there are -- the other part of my
12 portfolio that we don't really cover in this
13 presentation is health human resources. And, you
14 know, there are a variety of measures that have
15 been put in place around staffing.

16 So we take this as some measure of
17 success for some of these initiatives put in place
18 over the summer and early fall.

19 COMMISSIONER JACK KITTS: Yeah. Thank
20 you.

21 KAMIL MALIKOV: Thank you.

22 COMMISSIONER FRANK MARROCCO (CHAIR):
23 So based on these, it's really just a number of
24 deaths that is approaching Wave 1. Have I got that
25 right, or am I misreading that?

1 MICHAEL HILLMER: No, it's a good
2 question. So there are a couple of ways we look at
3 that. So on the top right, the graph comparing the
4 number of outbreaks and the severity of outbreak --
5 so each dot represents a home in outbreak on any
6 given day, and then the colour of the dot is the
7 intensity of the outbreak.

8 So if the dot is red, it means there
9 are upwards of 160 cases associated with that
10 home's outbreak. And so at the height of Wave 1,
11 there were 100 to 130 homes in outbreak, many of
12 which had 80 or 100 or more residents infected with
13 COVID.

14 So far, in Wave 2, we've seen -- and
15 just so you're connecting different data sources
16 here, you'd say, "well, aren't there over 100 homes
17 in outbreak right now," and this graph only shows
18 80?"

19 This particular graph is only resident
20 cases. So this is all about cases, this graph. So
21 we say, you know, these are the number of homes and
22 the cases associated with the outbreak. So far not
23 nearly as intense as Wave 1.

24 The graph to the left is about
25 mortality. And, again, so far, the case fatality

1 rates in Wave 2 are, in each age category,
2 considerably lower.

3 There are two caveats when comparing
4 case fatality rates. One, in Wave 1, it's possible
5 not everybody was tested. So your denominator
6 might be a little bit lower, so your case fatality
7 rate might be higher, whereas the testing
8 capability in Wave 2 is much higher, so we're
9 probably detecting more cases which might lower it.

10 And then the other one is the sooner
11 you look, after a case is diagnosed by default, the
12 case fatality rate will be lower because that case
13 may not have had the chance to die yet. So the
14 sooner you look for case fatality rate, the lower
15 it's going to be. And the longer you wait, the
16 higher it's going to be. Still, you know, these
17 are dramatic differences between the waves.

18 COMMISSIONER FRANK MARROCCO (CHAIR):
19 M-hm. Right.

20 MICHAEL HILLMER: So these are deaths.

21 COMMISSIONER FRANK MARROCCO (CHAIR):
22 And there's a dramatic -- that's what I was asking
23 about because there's a dramatic -- there's a
24 difference in the rate of people dying as well.

25 MICHAEL HILLMER: Right.

1 COMMISSIONER FRANK MARROCCO (CHAIR):
2 It's positive. It's better in the second wave than
3 in the first wave if you look at this graph.

4 MICHAEL HILLMER: Right. We have a few
5 other graphs that we show the IMS Table and the
6 deputy and others. There's about 10 pages. We
7 call it our "Wave 1 versus Wave 2 analysis," and it
8 just provides different perspectives on Wave 1
9 versus Wave 2.

10 And you see it -- the same pattern when
11 we look at infection rate, which is, you know, the
12 number of residents infected divided by the total
13 number of residents. That is considerably lower in
14 Wave 2.

15 The case doubling rate, by and large,
16 is not as -- the rate -- the cases are not doubling
17 as quickly as they did in Wave 1, so all of these
18 are measures that --

19 As many cases and unfortunate deaths as
20 there have been in Wave 2, it appears Wave 2 is not
21 nearly as intense or severe or lethal as Wave 1.

22 Okay. Maybe we'll move on.

23 So you'll see some similarities here.
24 We also provide routine snapshots of the sector to
25 the Health Coordination Table which meets once a

1 week, and you can see here we show a map of Ontario
2 with -- the intensity of the red colour is the
3 community COVID rate. We've shown pretty
4 conclusively that the probability of outbreak is
5 very much a function of the rates of COVID in the
6 surrounding community. And the map bears that out?
7 Those communities with the highest rates have the
8 most outbreaks.

9 And then we provided a very similar
10 snapshot in terms of the tally of outbreaks and the
11 cases and deaths amongst residents and staff on the
12 graph in the lower right.

13 And then I think I'll end by showing
14 you a screen capture of the weekly occupancy report
15 that we send to several sources. One is to the
16 operations division of Ministry of Long-Term Care.
17 We send it to Ontario Health for their operational
18 planning and placement, and we provide a snapshot
19 to IMS every week as well.

20 COMMISSIONER FRANK MARROCCO (CHAIR):
21 Is there any reason, Mr. Hillmer, why the local
22 medical officer of health or the chief medical
23 officer of health isn't on that list? How should I
24 read that?

25 MICHAEL HILLMER: It's a good question.

1 The chief medical officer of health has a
2 membership at the IMS Table, so the CMOH office is
3 covered there.

4 The local medical officers of health --
5 that's a good question. My understanding of the
6 cascade, particularly as it relates to IMS, is that
7 it's typically --

8 The CMOH member who's at the table,
9 Dr. Yaffe, will take any item that is of relevance
10 or action required by the local medical officer of
11 health and engage directly with that public health
12 unit and that medical officer of health.

13 COMMISSIONER FRANK MARROCCO (CHAIR):
14 So in terms of availability, the chief medical
15 officer of health is designated and has access to
16 the information and is expected to distribute it to
17 the local medical officers involved as they see
18 fit; is that right?

19 MICHAEL HILLMER: I think that's
20 correct. And, I mean, the first part of it around
21 the availability to the CMOH office is absolutely
22 correct.

23 And then what typically happens is when
24 either a local medical officer of health needs
25 support from the provincial office or the CMOH

1 designate needs to engage -- as you've suggested,
2 as they see fit -- because it's deemed to be an
3 issue in the public health domain...

4 COMMISSIONER FRANK MARROCCO (CHAIR):
5 Okay.

6 MICHAEL HILLMER: So this is something
7 you can look at at your leisure. I just wanted to
8 highlight that this is now something that we have
9 every week and does provide a good, timely snapshot
10 of bed availability, occupancy, and..

11 You know, for example, while provincial
12 occupancy sits at 87 percent, you can see the
13 number of homes that are at 100 percent, you know,
14 still range in the two dozen mark. So it's not an
15 even 87 percent occupancy across the province.

16 But the number of homes less than
17 85 percent -- or between 85 and 94, that's now over
18 half. So the directive not to admit to those
19 multi-bed rooms has clearly had a big impact on
20 occupancy over time.

21 COMMISSIONER FRANK MARROCCO (CHAIR):
22 Do you do median -- do you calculate a median as
23 opposed to an average?

24 MICHAEL HILLMER: That's a good
25 question. When you have an uneven distribution,

1 you should always go with the median. That's a
2 good flag to a bunch of statistical wonks like us.
3 We should probably report that as well, so we'll
4 probably start doing that.

5 COMMISSIONER FRANK MARROCCO (CHAIR):
6 Okay. Well, I certainly defer as far as
7 statistical expertise. I would not put myself
8 forward as anyone with any great knowledge in that
9 area.

10 MICHAEL HILLMER: It is why we show the
11 categories at the bottom, to give you a sense of
12 that distribution. But it is absolutely a good
13 flag.

14 And now we have similar reports for the
15 testing compliance, as I've mentioned before that.
16 We just have one of those because it just launched
17 last week. So --

18 COMMISSIONER FRANK MARROCCO (CHAIR):
19 It would be possible, really, marshalling this
20 information to have a very intense response
21 throughout the system where it's required.

22 Like, this -- if this information is
23 timely, then you should be able to coordinate your
24 response to the most -- in the near -- the places
25 that need it the most and very quickly identify

1 those places.

2 MICHAEL HILLMER: That's exactly the
3 intent, Commissioner. There's always a mantra that
4 we use that -- timely information that is used will
5 bring benefit, A, because it's available and
6 timely; B, as soon as it starts to get used, its
7 quality improves because everybody understands its
8 purpose and can see that it's being used. And I
9 think this occupancy is a good example.

10 Some of the other reports that we
11 showed you based on the Public Health data or OLIS
12 comes in daily are able to show changing trends
13 very quickly. And then when that's matched against
14 the on-the-ground operational knowledge or of
15 either Public Health units or Ontario Health, you
16 can marry the two very effectively.

17 The one caveat I put to you is that
18 this kind of collection, if it's not being
19 extracted from source systems, can be onerous on
20 the homes. We're putting a lot of burden on the
21 homes asking them to report.

22 And so, you know, in a -- in a perfect
23 world, that was all digital. If our healthcare
24 system was all integrated and digital, we would be
25 able to extract occupancy information right from

1 the home's source systems. But we can't because
2 that integration doesn't yet exist, so we are left
3 in the position of having to ask the homes
4 directly.

5 So that's always my caveat there that
6 we always --

7 COMMISSIONER FRANK MARROCCO (CHAIR):
8 If it did exist, you could simply put it in the
9 agreement that you were signing -- that you have
10 the right to extract that information and use it in
11 an anonymized. Wouldn't track to the individual.
12 It would track in the aggregate. So that, legally,
13 you could get at it. It's a digital platform, if
14 the platform was there.

15 MICHAEL HILLMER: I agree with that
16 statement. This is an area -- I keep referring to
17 Commissioner Kitts. It's only because I know him
18 and his hospital well, and I know that he and
19 people like Alan Forster have been real pioneers of
20 using information to improve quality. And there's
21 a business case for it and a clear benefit that
22 comes from it.

23 But having it be digitally available is
24 really important because the collection activity
25 can be time-consuming and expensive.

1 COMMISSIONER FRANK MARROCCO (CHAIR):
2 The only issue, then, I take it, is the input of
3 the data. Like, the data -- it will only be timely
4 if it's input --

5 If the homes are inputting the data,
6 they have to do it in a timely manner. And you
7 could actually monitor that. You could tell from
8 the data when -- to what it refers and when it was
9 inputted into the system. Am I correct in that?

10 MICHAEL HILLMER: You're absolutely
11 correct. The example here on this slide -- you can
12 see the number of homes submitting a very little
13 bit week to week. At the top row, November 25th,
14 it was 600 homes. December 2nd, it was 592 homes.
15 So we know exactly what homes submitted --

16 COMMISSIONER FRANK MARROCCO (CHAIR):
17 M-hm.

18 MICHAEL HILLMER: -- and who didn't.
19 And then we have follow-up mechanisms that we put
20 in place to be able to follow up.

21 When the information is integrated
22 within the normal operations of the home, that's
23 the sweet spot because then the homes find it to be
24 a valuable source of operational information. And
25 then, as you say, we can extract it from those

1 systems that exist already.

2 And I think in the -- in some of the
3 other sectors in healthcare, we're getting closer
4 and closer to being able to do that but not -- it's
5 not pervasive yet everywhere.

6 COMMISSIONER FRANK MARROCCO (CHAIR):

7 M-hm.

8 COMMISSIONER JACK KITTS: I wonder,
9 Michael, you know, given -- this has been a great
10 session. It gave us a lot of insight into the
11 information you're gathering and how you're dealing
12 with it.

13 Is there anybody sort of looking at --
14 and you've been in meetings with me before. Like,
15 what are the vital few? What are the vital few
16 indicators that someone would look at and say
17 "okay. This is starting to go the wrong direction"
18 or whatever? Is there a table or a group -- I know
19 how busy it must be there, but -- looking at that
20 for long-term care that could be public-facing?

21 MICHAEL HILLMER: Could be
22 public-facing? That's interesting. Certainly the
23 group that does it right now is the IMS Table. And
24 their whole role is immediate operational response
25 to address, you know --

1 What we always hope to put forward to
2 this group is the vital few, you know, separating
3 out signal from noise. So we're always trying to
4 innovate with the way we present information and
5 what we present to get to that point.

6 I'd probably defer to answer the
7 public-facing part just because I don't feel like
8 that would be my decision to make. I always serve
9 the audience that I have in front of me. And in
10 this case, IMS is the -- and the deputy and the
11 Minister, when they ask, are my kind of primary
12 audiences.

13 COMMISSIONER JACK KITTS: Yeah, I
14 understand. So thank you for that.

15 COMMISSIONER FRANK MARROCCO (CHAIR):
16 Well, I take it --

17 Is that the last slide, Mr. Hillmer?

18 MICHAEL HILLMER: I'm just going to
19 check.

20 Yes. The final slide in the appendix
21 just gives you an accounting -- or a crosswalk of
22 where -- of specific indicators and what
23 information source they came from because I know
24 that was of interest to you.

25 I guess I'd summarize by saying there

1 is absolutely a wealth of data that can be used to
2 help manage COVID response. As we've discussed, I
3 think the weaknesses lie in our understanding about
4 the staffing and its role in outbreaks and the
5 spread of outbreaks and in the practice of
6 infection control.

7 You know, if I think of some of the
8 work we've done with Dr. Stall and others
9 characterizing how outbreaks happen and spread, we
10 have not been able to include the role of staffing
11 or infection control practices because they are not
12 captured in a systematic way.

13 So some ingenuity that balances off the
14 burden of collection with the value of information
15 would, I think, be positive and help give the line
16 of sight into, you know, which homes are doing well
17 and how those practices and patterns could be
18 replicated in homes that might not be doing as
19 well.

20 And, as always, happy to follow up if
21 you have any thoughts or questions following this
22 briefing.

23 COMMISSIONER FRANK MARROCCO (CHAIR):

24 Before we end, I just had one question. You
25 mentioned a couple of times that the gathering of

1 this information or the collection, the input of
2 it, would be burdensome for the long-term care
3 homes.

4 And can you -- I guess anything you're
5 asked to do -- anything anyone is asked to do over
6 and above what they're already doing is burdensome.
7 But what are we talking about in terms of the
8 burden? What does it look like?

9 MICHAEL HILLMER: No, that's a good --
10 it's a really good question. So if we take the
11 occupancy data -- imagine you're a small long-term
12 care home, 50 beds. You have one administrator,
13 maybe one or two extra administrative staff running
14 your business in your care, and then the Ministry
15 comes knocking and says "by the way, we want you,
16 every week, to submit to us the answers to these
17 12 questions."

18 And depending on the sophistication of
19 the organization in the small example, they might
20 literally have to go count, you know, the number of
21 people in their multi-bed rooms and et cetera,
22 et cetera to fill out the questions.

23 If you're a big, sophisticated
24 organization with an electronic system, you
25 probably could ask your IT department to create an

1 automatic query. And you'd just, you know, hit
2 "execute," and that automatic query generates the
3 questions, then somebody enters it into our
4 provincial website.

5 So the burden looks different depending
6 on who you are and your capabilities. So it could
7 literally be somebody who is going around and
8 counting, and that time is taken away.

9 And it's not any one collection,
10 Commissioner, that's particularly burdensome. It's
11 the layering that happens. I'll just -- I'll use
12 an example that I still find really relevant from
13 the late Dr. Reuben Devlin where he talked about
14 when he joined the Humber hospital, there was a
15 half a page of Ministry requirements that had to be
16 reported quarterly. And by the time he left his
17 CEO position, that had grown to 11 pages, and there
18 were people that had to be hired to support that
19 reporting.

20 And so that layering over the years led
21 to 11 pages, and there's a risk of that in the
22 long-term care sector as well because we're asking
23 about testing. We're asking about occupancy, the
24 inspectors are asking about various things. We
25 might want to know about infection control

1 practices which would require a survey. So it's
2 sort of this pernicious default in health that we
3 don't tend to stop collection. We just layer new
4 things on, and that has a collective, cumulative
5 burden.

6 COMMISSIONER FRANK MARROCCO (CHAIR):
7 But would you agree you can't tailor what you are
8 prepared to ask for to the lowest common
9 denominator?

10 MICHAEL HILLMER: There are many
11 strategies to overcome the burden. You know,
12 working hard with individual -- working hard with
13 the sector to understand what does exist in their
14 systems and work to extract it automatically,
15 working hard to minimize the number of questions,
16 you know, be parsimonious, you know, sacrificing
17 granularity for ease -- I mean, there are many
18 different ways you can ease a burden. You can
19 change the frequency. You can --

20 Yeah, anyways, I think you're on the
21 right track in saying that, yes, there are
22 definitely ways you can address these things, and
23 tailoring and flexibility is certainly -- and
24 parsimony would be three principles I would bring
25 to any kind of value-versus-burden conversation in

1 this regard.

2 COMMISSIONER FRANK MARROCCO (CHAIR):
3 Okay. Well, I don't think we have any more
4 questions. Dr. Kitts already expressed our
5 appreciation for the presentation. And thanks very
6 much, and it was good to see you again.

7 MICHAEL HILLMER: Yeah, likewise. I
8 enjoy the time spent with you, and I wish you the
9 best of luck and success in the rest of your
10 endeavors. I read your second report with great
11 interest.

12 COMMISSIONER FRANK MARROCCO (CHAIR):
13 Well, I won't impress you any further about the
14 second report. Thank you for referencing it.

15 MICHAEL HILLMER: I appreciate that.
16 Thank you.

17 COMMISSIONER FRANK MARROCCO (CHAIR):
18 Bye.

19 MICHAEL HILLMER: Goodbye.

20 COMMISSIONER ANGELA COKE: Thank you.

21 COMMISSIONER JACK KITTS: Bye-bye.

22 -- PROCEEDINGS CONCLUDED AT 3:23 P.M. --

23

24

25

1 REPORTER'S CERTIFICATE

2
3 I, MCKAYA MCDONALD, Chartered
4 Shorthand Reporter, certify;

5
6 That the foregoing proceedings were
7 taken before me at the time and place therein set
8 forth, at which time the witness was put under oath
9 by me;

10
11 That the testimony of the witness
12 and all objections made at the time of the
13 examination were recorded stenographically by me
14 and were thereafter transcribed;

15
16 That the foregoing is a true and
17 correct transcript of my shorthand notes so taken.

18
19 Dated this 8th day of December, 2020.

20
21 

22
23 _____
24 NEESONS, A VERITEXT COMPANY

25 PER: MCKAYA MCDONALD, CSR

CHARTERED SHORTHAND REPORTER

1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
11	
12	
13	
14	
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	

C L A R I F I C A T I O N S :

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Page 6, line 11: "radicals" should be "rabbit holes."

Page 12, line 18: "mandatory" should be "not mandatory."

Page 22, line 13: "rag" should be "RUG."

Page 26, line 3: "two orders" should be "two quarters."

WORD INDEX

< 1 >

1 34:10 40:24
42:7 44:4
45:24 46:10, 23
47:4 48:7, 8, 17,
21
10 37:12 38:9,
18 48:6
100 19:3 46:11,
12, 16 51:13
100,000 37:12
38:10, 18
11 60:17, 21
65:3
12 59:17 65:6
13 65:9
130 46:11
14 18:23
160 46:9
18 65:6
19 43:20, 21, 22
1st 41:15 44:5

< 2 >

2 6:23 42:8
44:5 46:14
47:1, 8 48:7, 9,
14, 20
2:00 1:16 5:1
2020 1:15 63:19
22 65:9
24:25 4:9
25:14 4:10
25th 55:13
26 65:11
2nd 55:14

< 3 >

3 65:11
3:23 1:16 62:22
33 30:1
34 30:1
36 9:24
37 44:14
37,000 9:24
38 44:15

< 4 >

4 29:16
48 32:7

< 5 >

5 31:18
50 59:12
592 55:14

< 6 >

6 34:21 65:3
600 18:8 55:14
620-odd 18:9

< 7 >

72 32:8

< 8 >

8 35:10
80 46:12, 18
85 51:17
87 18:11 20:9,
10 51:12, 15
8th 1:15 63:19

< 9 >

90th 23:22
94 18:15 51:17

< A >

ability 16:6
26:4
absolutely
14:23 15:21
50:21 52:12
55:10 58:1
access 10:25
28:4 30:16
50:15
account 18:13
Accountability
8:4 17:12
21:25 22:1
accountant
15:10
accounting
57:21
Act 13:18 17:9
action 8:17
35:15 50:10
activity 54:24
acuity 22:6, 12,
15, 19
acute 21:22
ad 8:5
additional 38:3
address 33:16
45:9 56:25
61:22

adhere 11:23
adjusted 19:24
administrative
59:13
administrator
59:12
admit 51:18
admitted 19:9
21:4, 13
advisement 4:13
advisements
4:3, 12
advises 41:21
after 47:11
afternoon 5:4
12:14
age 42:3 47:1
agency 32:5
33:3
aggregate 54:12
aggregated
28:23
aggressive
33:19
agree 54:15
61:7
Agreement
21:25 54:9
Agreements 8:4
17:12 22:1
23:19 31:2
ahead 22:3
Aileen 2:15
7:15 10:9 12:3,
11 15:2 26:15
Alan 54:19
alert 36:22
37:5 38:24
39:2, 9, 16
Alison 2:19
amount 15:16
Amy 3:1
analogy 16:7
analyses 27:5
analysis 27:1,
16, 17, 18 42:6
48:7
Analyst 3:5, 8
analytic 7:17
Analytics 2:10,
12 7:10
anchor 29:20
and/or 39:2, 11
Angela 2:5 3:4,
8 5:14 22:5

23:1, 5 26:22,
25 27:25 28:18
29:13 62:20
annually 31:3
anonymized
54:11
answers 32:12
59:16
antipsychotic
33:13
antipsychotics
33:20
anybody 56:13
anyways 61:20
appear 4:9, 14,
19
appears 48:20
appendix 57:20
appetite 21:8, 12
application
23:24
appreciate 62:15
appreciation
62:5
approaching
42:21 45:24
appropriate
14:11
area 27:6 52:9
54:16
arrive 37:4
asked 13:23
21:7 59:5
asking 47:22
53:21 60:22, 23,
24
aspect 37:17
aspects 21:18
23:15 24:3
30:15 32:20
assessment
21:1 22:19
23:11 26:2
28:6 32:20
assign 31:12
37:25
assistance 4:5
Assistant 2:9,
19
associated 11:3
14:10, 12 46:9,
22
attending 1:14
Attorney 3:7

24:8
audience 57:9
audiences 35:6
57:12
audited 12:7
auditors 15:11
automatic 60:1,
2
automatically
39:2 61:14
availability
27:20 50:14, 21
51:10
available 10:24
18:5, 12, 13, 15
19:11, 25 27:3
28:3, 8 34:20
53:5 54:23
average 51:23
avoidable 21:21
aware 24:19, 23
awareness 35:8,
14

< B >

back 5:10 25:2,
13 43:11
bad 33:17
balanced 34:8
balances 58:13
bars 41:24, 25
42:1, 2 44:22
based 22:13, 14
25:2 36:21
39:14 40:4
45:23 53:11
basically 22:13,
14 27:17
basis 12:24
18:11 33:3
bears 49:6
bed 9:16, 17
14:1, 4 19:14
27:8 51:10
beds 9:21 10:6
18:5, 12, 13, 15
19:11, 18, 24, 25
27:9, 19, 21, 22
59:12
beginning
44:10, 11
behalf 10:17
23:18
believe 12:9

<p>benefit 53:5 54:21 best 62:9 best=case 42:18 better 43:8 48:2 Bianchini 3:4 big 28:20, 25 30:24 35:21 51:19 59:23 binary 32:8 bit 6:20 9:12 12:12 16:10 17:1 22:11 24:1 25:2 36:12 42:24 47:6 55:13 blank 28:16 blue 41:24 44:14, 22 bottom 6:13 42:13 43:4 52:11 branch 7:10, 15, 16 22:25 Bridge 2:12 5:22 7:9 36:14 39:22 briefing 58:22 bring 34:14 37:18 53:5 61:24 broader 10:24 bunch 52:2 burden 16:4 53:20 58:14 59:8 60:5 61:5, 11, 18 burdensome 59:2, 6 60:10 business 54:21 59:14 busy 56:19 Bye 62:18 Bye-bye 62:21</p> <p>< C > calculate 17:6 30:4, 19 51:22 calculating 8:24 19:17 call 6:21 21:16 38:13 48:7 called 9:15 29:25</p>	<p>capabilities 60:6 capability 47:8 Capacity 2:10 capture 32:20 49:14 captured 58:12 CARE 1:7 2:20, 21, 24 3:2, 5, 9 8:7, 12, 14, 25 9:14 10:3, 5, 13 12:10, 19 13:18 16:23 17:3, 4, 9 18:3 20:25 21:22 22:1 23:12, 15, 21, 22 27:15, 20 28:14 30:4, 8 31:7 32:24 33:14 34:24, 25 36:19 37:4 43:19 49:16 56:20 59:2, 12, 14 60:22 caregivers 18:21 cascade 50:6 case 15:5 22:7 25:3 29:23 30:4, 5, 6, 10 41:7, 8 42:4 46:25 47:4, 6, 11, 12, 14 48:15 54:21 57:10 cases 30:14 37:12 38:25 39:1, 10, 11 40:2 42:15, 17 46:9, 20, 22 47:9 48:16, 19 49:11 catalog 28:11, 17, 24 categories 35:23 52:11 categorizations 39:15 categorize 40:1 categorizing 36:21 category 14:18 33:6 47:1 caveat 53:17 54:5 caveats 47:3 CCM 30:2 CCMS 35:2</p>	<p>CCRS 21:1 23:6 26:1 32:21 Census 14:1 centre 14:12 centres 10:11, 15, 18 11:3 14:16 CEO 60:17 certain 7:7 11:3 certainly 52:6 56:22 61:23 CERTIFICATE 63:1 certify 15:10, 11 63:4 cetera 10:20 21:9 59:21, 22 chain 39:7 CHAIR 5:2, 6, 9, 19, 25 6:4, 14 7:11 11:5 13:2 14:19 15:8, 14, 24 16:13 19:16 20:8 25:18 26:20 45:22 47:18, 21 48:1 49:20 50:13 51:4, 21 52:5, 18 54:7 55:1, 16 56:6 57:15 58:23 61:6 62:2, 12, 17 challenging 34:10 Chan 2:15 7:15 12:14 chance 47:13 change 21:14, 15 61:19 changing 53:12 Chan's 10:9 characterizing 58:9 Chartered 63:3, 25 check 15:18 57:19 Chief 8:14, 18 49:22 50:1, 14 chronic 21:8 Civil 2:25 3:3 claims 34:16 classification 9:17</p>	<p>classified 37:19 clear 54:21 clearly 23:8 51:19 client 9:5, 15, 19 10:1 clinical 21:15 clinically- collected 21:2 clinically- directed 21:6 close 18:8 closely 13:25 closer 42:17 56:3, 4 CMOH 50:2, 8, 21, 25 Coke 2:5 5:13, 14 22:4, 5 23:1, 5, 8 26:22, 25 27:25 28:18 29:13 62:20 collaborated 33:11, 12 collaboration 8:17 colleague 5:21, 24 22:10 colleagues 7:5 24:19, 23 collect 16:5 collected 21:13 33:6, 7 35:3 collecting 14:3 collection 14:3 25:19 26:11 53:18 54:24 58:14 59:1 60:9 61:3 collections 25:22 collective 61:4 collectively 7:16 colleges 31:3 colour 46:6 49:2 come 40:8 comes 53:12 54:22 59:15 coming 5:10 13:12 43:1 commencing 5:1</p>	<p>COMMISSION 1:7 2:20, 22 3:5, 9 8:7 Commissioner 2:4, 5, 6 5:2, 5, 6, 9, 12, 13, 14, 16, 19, 25 6:4, 14 7:11 10:15 11:5 13:2 14:19 15:8, 14, 24 16:13, 17, 18 17:17 19:16 20:8 22:3, 5 23:1, 5, 8 24:5, 11, 14, 17, 24 25:5, 11, 12, 15, 18 26:20, 22, 25 27:25 28:18 29:13 32:22 43:12, 16, 24 44:12, 24 45:19, 22 47:18, 21 48:1 49:20 50:13 51:4, 21 52:5, 18 53:3 54:7, 17 55:1, 16 56:6, 8 57:13, 15 58:23 60:10 61:6 62:2, 12, 17, 20, 21 committed 8:9 common 61:8 communicate 9:3 communities 38:23 49:7 community 37:11, 13 38:9, 17 41:19 49:3, 6 COMPANY 63:23 comparative 10:25 compare 12:7 compared 11:3 12:18 40:24 42:12 43:9 compares 41:8 comparing 27:18 46:3 47:3 comparison 41:11 completion 18:7</p>
--	---	--	---	---

compliance 38:11, 19 39:3 52:15	coordinators 9:20	Daily 14:1 30:9 31:12 32:1, 16 33:2 34:25 36:17 53:12	decreasing 36:2, 4 40:10	35:23 36:6 37:18 46:15 48:8 60:5 61:18
compliance 12:19	Coroner's 8:14, 18	dark 41:25	deemed 51:2	digital 53:23, 24 54:13
comprehensive 25:3	correct 50:20, 22 55:9, 11 63:17	dashboards 8:4	default 47:11 61:2	digitally 54:23
concerned 11:6	cost 10:11, 15, 18 11:3 14:12, 16 16:4	Data 2:14, 15 6:24 7:3, 14, 16, 17 8:23, 24 9:13 10:8 11:17 13:21 14:2 16:22 17:15, 22 21:2, 3, 19 22:7, 19 23:11 24:3, 6 25:19 26:2, 3, 11 27:2 28:2, 3, 6, 11, 20 30:7 32:21 34:15, 20 35:2 36:12 37:1, 17 39:24 46:15 53:11 55:3, 5, 8 58:1 59:11	defer 12:4 52:6 57:6	direction 56:17
CONCLUDED 62:22	Counsel 2:23, 25 3:1, 3, 6 4:5	date 17:23 26:10 41:18	defined 41:14	directive 15:4, 5, 7 18:19 19:4 51:18
conclusively 49:4	count 22:16 59:20	Dated 63:19	definitely 61:22	directly 30:14 50:11 54:4
confirm 12:25	counting 60:8	database 9:15 10:1 30:15 31:1, 8 34:25	deleterious 33:22	Director 2:12, 14, 15, 21 7:9, 14, 15
confirmed 41:19	counts 30:10	databases 9:6 35:4	demand 9:18 27:2	discharges 21:22
connecting 46:15	couple 8:20 46:2 58:25	dataset 9:14, 16	dementia 33:17, 18	discussed 58:2
Consensus 41:20	course 17:22 20:4	datasets 29:18 35:14 36:15	demographic 27:2	discussion 13:5
conservative 11:13	cover 17:1 45:12	date 17:23 26:10 41:18	demographics 31:5	diseases 21:8
considerably 47:2 48:13	covered 31:18 50:3	Dated 63:19	denominator 47:5 61:9	distress 34:12
consideration 37:21 38:3	covering 6:18	day 1:15 31:24 43:25 46:6 63:19	department 21:20, 21 59:25	distribute 50:16
considerations 37:24	covers 23:14	days 18:22, 23 38:7 40:9 44:7, 9	depending 11:10 59:18 60:5	distribution 51:25 52:12
considered 38:20 39:4	COVID 6:22 7:23 16:12 18:20 29:3 30:4 32:23 33:1, 4, 6 34:12 35:1 37:12 38:10 46:13 49:3, 5 58:2	death 42:15	Deputy 2:9, 19 48:6 57:10	dive 12:11
consulting 37:3	COVID-19 1:7 30:9	deaths 8:16 42:23 45:24 47:20 48:19 49:11	Derek 2:21	divided 19:24, 25 48:12
contact 29:23	CRA 11:24	death 42:15	describe 36:11	division 7:18, 22 49:16
contacting 30:13	create 10:2 37:18 39:14 59:25	dealing 33:21 56:11	design 38:4 39:7	document 9:6
contains 21:1	criteria 29:2	death 42:15	designate 51:1	doing 6:22 19:2, 7 27:17, 24 40:15 42:6 52:4 58:16, 18 59:6
context 7:22	critical 32:9	deaths 8:16 42:23 45:24 47:20 48:19 49:11	designated 50:15	domain 51:3
continually 40:2	crosswalk 57:21	December 1:15 55:14 63:19	desirable 32:5	dot 46:5, 6, 8
continue 17:21	cross-walking 12:22	decide 32:10	detecting 47:9	doubling 30:6 48:15, 16
continues 33:7	crowded 38:5 39:7	decision 57:8	determination 23:20	dozen 51:14
Continuing 20:25	Crown 2:25 3:3	decision-makers 6:25	determine 40:17	dramatic 47:17, 22, 23
contracting 16:8	CSR 63:24	decisions 19:12	determined 18:10 41:18	drawing 28:16
contractor 16:2	cumulative 61:4		development 8:3 18:16 28:9	drill 6:5
control 13:15, 19 18:6 58:6, 11 60:25	current 7:3 17:25		Devlin 60:13	drives 28:12
controversial 33:15	< D >		diagnosed 47:11	drug 33:11 34:16
conversation 61:25			diagnostics 14:17	drugs 33:13, 14 34:1, 4, 6
conversations 40:18			die 47:13	Drummond 2:19
coordinate 52:23			difference 47:24	dying 47:24
Coordination 48:25			differences 47:17	< E >
			different 6:19, 24 18:13 22:25 24:3 31:13	early 38:21

39:5 45:18
ease 61:17, 18
edges 7:7
effective 33:20
effectively 53:16
effects 33:22
efforts 26:11
electronic 59:24
elements 21:10
eligibility 23:20
Elizabeth 8:10
emerge 6:12
emergency
21:20, 21
endeavor 32:14
endeavors 62:10
engage 50:11
51:1
engagement
25:8
enjoy 62:8
enters 60:3
envelopes 11:7
equalized 44:6
equally 35:1
equipment 13:6,
14
escalate 42:24
escalated 37:8
essence 28:7
essentially 9:18
10:12 26:7
everybody 47:5
53:7
evidence 41:22
exactly 14:21
42:22 44:9
45:4 53:2 55:15
examination
63:13
example 8:6
11:16 30:16
40:8 51:11
53:9 55:11
59:19 60:12
examples 35:12
Excellent 17:9
exception 25:25
33:2
exceptions 28:6
exchange 33:9
excited 5:12
execute 60:2
exist 45:9 54:2,

8 56:1 61:13
expansion 27:9
expect 11:22, 25
expected 13:17
50:16
expenditure
13:7
expenditures
14:10
expensive 54:25
experience 11:8
24:9 25:8
experiencing
34:11
expertise 52:7
expressed 62:4
extent 7:1
extra 59:13
extract 53:25
54:10 55:25
61:14
extracted 53:19
eye 38:23 40:7

< F >
face 45:6
faced 34:9
facilities 13:17
factor 39:6
factors 37:13
38:4, 5
fall 39:17 45:18
falls 37:9
familiar 9:23
10:15
family 24:8
faster 42:20
fatality 30:5
41:7 42:4
46:25 47:4, 6,
12, 14
February/beginni
ng 44:4
feel 57:7
field 11:12
Figliomeni 3:6
fill 32:6, 15
59:22
filled 36:17
final 57:20
finally 31:10
Financial 10:10
11:20 12:7, 8,
13, 22, 23 14:12

15:3 17:21
26:15, 17
find 19:14
55:23 60:12
Fine 5:7 25:6,
13
fit 35:22 50:18
51:2
flag 52:2, 13
flagged 39:12
flexibility 61:23
floor 31:20
flow 11:10
FMB 12:25
focussed 16:11
follow 6:11
55:20 58:20
following 4:3, 9,
14, 19 58:21
follow-up 40:17
55:19
food 10:19
forecast 42:14,
18
forecasting
27:16
forecasts 42:21
foregoing 63:6,
16
forevermore
32:25
forgot 41:17
formula 22:25
for-profit 11:16
Forster 54:19
forth 63:8
forward 29:11
52:8 57:1
framework
18:20 29:3
Frank 2:3 5:2,
6, 9, 19, 25 6:4,
14 7:11 11:5
13:2 14:19
15:8, 14, 24
16:13 19:16
20:8 25:18
26:20 45:22
47:18, 21 48:1
49:20 50:13
51:4, 21 52:5,
18 54:7 55:1,
16 56:6 57:15
58:23 61:6

62:2, 12, 17
frequency 61:19
Friday 40:20, 22
front 33:9 45:7
57:9
FTEs 11:3
31:22
full 19:20
function 49:5
functional 21:7
funding 22:8, 25
funds 11:9, 17
future 27:1

< G >
gaps 32:15
gather 6:8
gathering 56:11
58:25
General 3:7
10:14 26:14
34:22 35:17
generally 17:23
generate 22:19
generated 31:1
generates 60:2
geography 29:6
Gillese 8:8
give 12:12
22:16 27:13
34:22 52:11
58:15
given 13:13
18:8 20:13
27:2 31:20, 24
32:18 40:18
42:4 46:6 56:9
gives 24:1
40:23 57:21
giving 6:20
goals 17:14, 16
Good 5:4, 16
11:19 12:14
13:10 25:21
29:20 31:9
38:15, 16, 22
46:1 49:25
50:5 51:9, 24
52:2, 12 53:9
59:9, 10 62:6
Goodbye 62:19
government
41:21
granular 26:6

granularity
61:17
graph 41:7
42:8, 25 43:17
44:25 46:3, 17,
19, 20, 24 48:3
49:12
graphs 43:3
48:5
great 16:25
52:8 56:9 62:10
green 18:23
37:20 38:1, 13
grey 18:19
group 56:18, 23
57:2
grouping 22:13
groups 42:4
grown 60:17
growth 27:11
guess 57:25
59:4
guide 4:4 23:12

< H >
half 19:20 26:6
51:18 60:15
hand 40:21
happen 26:16
58:9
happened 28:10
happening
20:24 26:5
30:7 38:23
40:25
happens 21:3
23:13 50:23
60:11
happy 58:20
hard 61:12, 15
hasten 33:23
headed 8:8
head-to-head
41:11
Health 2:11, 12,
14, 15, 23 3:1
7:9, 14, 16 9:19
10:5, 24 14:2
16:21 17:5, 6,
13 22:2 28:7,
22 29:1, 4, 24
30:1, 25 31:7,
11 32:14 34:18
45:13 48:25
49:17, 22, 23

<p>50:1, 4, 11, 12, 15, 24 51:3 53:11, 15 61:2 Healthcare 10:10, 23 12:8 14:11 53:23 56:3 hear 9:23 height 46:10 Held 1:14 help 6:25 9:20 17:6 33:16 37:5 40:1, 11, 16 58:2, 15 Hi 5:3 12:14 high 12:20 34:12 38:9 39:9, 12 higher 41:1 47:7, 8, 16 higher-level 14:16 40:22 highest 43:19 49:7 highlight 31:15 51:8 highlighted 17:19 Hillmer 2:9 5:3, 4, 8, 11, 18, 21 6:2, 7, 16 7:13 11:6, 19 13:10 14:21 15:13, 21 16:1, 15, 25 17:19 19:17, 21 20:10 22:9, 18, 22 23:3, 6 24:11, 15, 18, 25 25:10, 14, 17, 21 26:24 27:4 28:5, 19 29:15 32:25 39:20 41:13 44:1, 3 45:5 46:1 47:20, 25 48:4 49:21, 25 50:19 51:6, 24 52:10 53:2 54:15 55:10, 18 56:21 57:17, 18 59:9 61:10 62:7, 15, 19 hired 60:18 historical 38:5</p>	<p>historically 14:1 38:7 39:7 hit 6:9 60:1 hoc 8:5 holdings 8:23 holes 65:4 home 10:3 11:1, 2 12:10 13:3, 19 17:3 19:14 20:12, 13, 25 21:4 23:13, 22, 23 24:9 32:10, 15 37:19, 22 38:8, 14, 17 39:1 40:6, 8, 9, 14, 25 46:5 55:22 59:12 homes 8:15 9:3, 8, 21 10:5, 13, 17 11:4, 17 12:19 13:18 15:1 16:4 17:10 18:3, 9, 19 19:2, 7, 10 22:2 23:21 30:14, 20, 22 31:13, 15, 25 32:24 33:2, 16 34:9 35:18 36:4, 23 37:5 39:15, 18 40:1, 3, 14, 16 42:7, 9, 11 43:5, 10, 19, 22 44:17, 18, 21, 22 46:11, 16, 21 51:13, 16 53:20, 21 54:3 55:5, 12, 14, 15, 23 58:16, 18 59:3 home's 46:10 54:1 honour 11:25 Honourable 2:3 hope 57:1 hopefully 24:1 36:4 Hospital 10:17 12:1, 6, 18 17:3 19:13 21:22 24:15 54:18 60:14 hospitalization 30:5 hospitals 16:22</p>	<p>17:8 24:7 hours 32:8 human 45:13 Humber 60:14 hundreds 21:5, 6 < I > ICU 30:5 identify 37:5 52:25 imagine 59:11 immediate 56:24 impact 27:19, 20 51:19 important 23:10 30:21 54:24 impress 62:13 improve 54:20 improvement 17:5, 8, 14 improves 53:7 IMS 31:16 32:13 35:7, 13, 16 40:22 48:5 49:19 50:2, 6 56:23 57:10 inability 23:24 include 58:10 includes 9:16 including 10:19 increase 34:3, 5 40:3 increasing 36:1 37:6 40:2, 4, 6 INDEX 4:7, 12, 17 22:8 indicate 31:25 32:6 indicating 32:16 indicator 10:23 24:10 indicators 6:18 8:2, 25 9:11 10:22 17:7, 15 23:7, 17 30:17 56:16 57:22 Indiscernible 14:20 individual 11:22 54:11 61:12 infected 46:12 48:12</p>	<p>infection 13:14, 19 18:6 48:11 58:6, 11 60:25 information 9:18 10:19 13:22 14:4 26:12 28:8, 22 29:1, 10, 24 30:12, 14, 18, 24 31:4, 9, 11, 14 37:2 50:16 52:20, 22 53:4, 25 54:10, 20 55:21, 24 56:11 57:4, 23 58:14 59:1 ingenuity 58:13 initially 42:17 initiatives 45:17 innovate 57:4 input 55:2, 4 59:1 inputted 55:9 inputting 30:14 55:5 insight 12:12 56:10 Insights 2:13 7:10 inspected 13:20 inspectors 30:13 34:25 36:18 60:24 institutions 11:22 institution's 13:13 integrated 53:24 55:21 integration 54:2 intense 46:23 48:21 52:20 intensity 46:7 49:2 intent 53:3 interest 9:9 30:25 57:24 62:11 interesting 56:22 interject 41:14 internal 8:4 interpretation 11:9, 13</p>	<p>interRAI 21:1 interrupt 6:10 intervention 35:8 interventions 36:6 introduce 7:8 inventories 14:5 inventory 13:25 14:10, 15 involved 8:7 27:1 50:17 IPHIS 29:25 isolation 18:14 34:2, 13 issue 51:3 55:2 issued 37:15 issues 37:7 39:8 item 50:9 items 14:17 < J > Jack 2:6 5:16 16:18 17:17 24:5, 14, 17, 24 25:5, 12, 15 32:22 43:12, 16, 24 44:12, 24 45:19 56:8 57:13 62:21 Jenn 5:22 7:9 28:15 36:8, 11 Jennifer 2:12 36:14 39:22 41:4 43:11 Jennifer's 43:1 join 5:24 joined 6:3 60:14 Judith 3:3 Justice 8:8 < K > Kamil 2:14 5:22 7:13 22:10, 12, 18, 21, 23 27:12, 15 40:21 41:2, 4, 13, 16 43:15, 22 44:2, 8, 16 45:4, 21 Kamil's 27:6</p>
---	---	--	--	---

key 6:17 8:2
9:10, 14 10:8
23:7 29:2
kind 13:22
14:18 15:15
16:7 22:14
23:17 24:20
27:7 29:10, 11
37:24 53:18
57:11 61:25
kinds 27:5
Kitts 2:6 5:12,
16 10:15 16:18
17:17 24:5, 11,
14, 17, 24 25:5,
12, 15 32:22
43:12, 16, 24
44:12, 24 45:19
54:17 56:8
57:13 62:4, 21
knew 16:15
knocking 59:15
knowledge 7:8
22:11 52:8
53:14
known 10:3, 10
14:1

< L >

Laboratory
30:18
laid 19:3
large 28:21
48:15
largely 36:16
late 60:13
launched 18:2,
17, 24 52:16
Law 2:25 3:3
lay 17:14
layer 61:3
layering 60:11,
20
Lead 2:3 34:3
Leamen 3:1
learning 38:15
40:16
leave 43:13
led 60:20
ledger 10:14
left 35:15
42:13 46:24
54:2 60:16
legal 15:6

legally 54:12
leisure 51:7
lethal 48:21
Lett 2:21
level 9:19
14:15, 18 20:11,
12, 14 22:6, 12,
15, 20 23:13
26:6 29:2
37:22 39:16
40:14, 25 41:1
levels 9:9
34:12 37:18
lever 14:24
liberal 11:12
lie 58:3
light 34:19
41:24
likewise 62:7
limitations 7:2
lists 10:7
literally 59:20
60:7
local 29:9
38:12 39:13
49:21 50:4, 10,
17, 24
locations 31:5
lockdown 29:8
long 9:25
longer 47:15
LONG-TERM
1:7 2:20, 21, 24
3:2, 5, 8 8:7, 12,
14, 25 9:14
10:3, 5, 13
12:10, 19 13:17
16:23 17:3
18:3 21:22
22:1 23:21, 22
27:15, 19 28:14
30:4, 8 31:7
32:24 33:14
34:24, 25 36:19
37:4 43:19
49:16 56:20
59:2, 11 60:22
longtermcareho
mes.net 9:2
long-winded
14:7
looked 33:25
34:4
looking 6:17
8:9 33:11

38:14 43:17
56:13, 19
looks 60:5
lot 13:25 14:3
23:7 27:6
28:11 32:5
33:20 34:11
53:20 56:10
low 19:5 32:4
lower 47:2, 6, 9,
12, 14 48:13
49:12
lowest 61:8
LTC 27:22
30:13 41:7
42:7, 15, 16
44:18
LTC-satisfaction
24:21
luck 62:9
Lynn 2:23

< M >
made 63:12
Mahoney 2:23
main 20:23
maintain 9:5, 13
maintains 22:2
31:11
major 35:6
majority 30:1
making 27:18
Malikov 2:14
5:22 7:13
22:10, 12, 21, 23
27:15 41:4, 16
43:15, 22 44:2,
8, 16 45:4, 21
manage 8:22
58:2
management
29:23 41:23
mandatory 12:4,
18 17:9, 11
65:6, 7
manifested
17:11
Mann 2:25
manner 55:6
mantra 53:3
map 49:1, 6
March 44:4
mark 51:14
Marrocco 2:3
5:2, 5, 6, 9, 19,

25 6:4, 14 7:11
11:5 13:2
14:19 15:8, 14,
24 16:13 19:16
20:8 25:18
26:20 45:22
47:18, 21 48:1
49:20 50:13
51:4, 21 52:5,
18 54:7 55:1,
16 56:6 57:15
58:23 61:6
62:2, 12, 17
marry 53:16
marshalling
52:19
matched 53:13
MCDONALD
63:3, 24
MCKAYA 63:3,
24
meaningful 16:7
means 32:4, 11
43:22 44:16
46:8
meant 4:4
measure 17:15
20:21 21:17
23:18, 21 24:9
32:2 36:3, 5
45:16
measures 41:21,
22 45:14 48:18
mechanisms
55:19
median 23:21
51:22 52:1
medical 49:22
50:1, 4, 10, 12,
14, 17, 24
meet 23:24
MEETING 1:7
35:16
meetings 56:14
meets 35:16
48:25
member 50:8
members 31:4,
16 35:16 41:20
membership
50:2
mental 34:18
mention 20:18
41:17

mentioned 9:10
12:17, 21 15:2
26:9, 15 32:19
33:10 52:15
58:25
messages 24:22
met 7:4
metric 30:21
M-hm 26:21, 24
47:19 55:17
56:7
Michael 2:9
5:4, 8, 11, 17, 18,
21 6:2, 7, 16
7:13 11:19
12:17, 21 13:10
14:21 15:13, 21
16:1, 15, 25
17:19 19:21
20:10 22:9, 18,
22 23:3, 6 24:5,
11, 15, 18, 25
25:10, 14, 17, 21
26:24 27:4
28:5, 19 29:15
32:22, 25 39:20,
24 41:5, 13, 17
44:1, 3, 9 45:5
46:1 47:20, 25
48:4 49:25
50:19 51:6, 24
52:10 53:2
54:15 55:10, 18
56:9, 21 57:18
59:9 61:10
62:7, 15, 19
middle 42:25
mid-October
42:19
midst 8:16
minimize 61:15
Minister 2:9, 19
57:11
minister's 15:5
18:18 19:4
Ministry 2:10,
23 3:1, 6 8:12,
13 9:14 10:4
11:22 19:1
26:2 36:18
37:4 40:12
49:16 59:14
60:15
Ministry-LHIN
21:25

<p>Ministry's 8:22 28:13 misreading 45:25 mix 22:8 MLTC 30:9 MMO 38:11 MMOs 37:14 mobility 21:7 Modelling 41:20 moment 12:5 35:5 41:14 money 11:7 15:16 monitor 8:15 13:7 24:3 55:7 monitoring 11:16 19:6 20:24 26:10 32:24 monthly 10:3 months 13:4, 6 15:17, 18 17:23 26:10 mortality 33:23 41:9 46:25 move 7:19 48:22 moving 11:17 multi-bed 19:9, 22 20:7, 16 51:19 59:21 murders 8:9</p> <p>< N > named 13:18 nature 11:2 14:23 17:11, 24 35:18 near 52:24 nearly 46:23 48:21 necessary 19:5 needs 17:4 19:13 23:25 40:17 50:24 51:1 NEESONS 63:23 new 18:16 19:8 26:11 27:9, 19 28:12, 14 29:24 32:23 33:4 35:24 40:8 61:3 nice 5:13, 14</p>	<p>29:12 34:19 noise 57:3 normal 55:22 noted 4:8, 14, 18 23:8 notes 63:17 noticeable 34:5 November 55:13 Number 6:23 8:21 10:6 21:19 23:23 31:4, 7 42:9, 11 43:19 44:6, 9, 21, 22 45:23 46:4, 21 48:12, 13 51:13, 16 55:12 59:20 61:15</p> <p>< O > objections 63:12 observed 13:9 occupancy 9:8 17:21, 22, 25 18:2, 10, 14 19:6, 17, 23, 25 20:6, 14 25:24 26:9 49:14 51:10, 12, 15, 20 53:9, 25 59:11 60:23 occupation 31:8 occupied 18:5 offer 19:15 25:1 Office 2:25 3:3 8:14, 18 50:2, 21, 25 officer 49:22, 23 50:1, 10, 12, 15, 24 officers 50:4, 17 older 38:4 39:7 OLIS 35:1 53:11 onerous 53:19 Ontario 9:19 10:4, 10 12:8 14:11 16:21 17:5, 6, 12 22:2 29:4 31:11 32:14 49:1, 17 53:15 on-the-ground 53:14 onwards 41:15</p>	<p>open 9:21 19:14 28:3, 11 open-data 28:17 opening 27:19 operational 8:17 19:12 31:12 49:17 53:14 55:24 56:24 operationally 37:16 38:20, 21 39:4, 12 operations 49:16 55:22 opposed 51:23 orange 18:19 44:13, 20 orders 26:3 37:15 38:11, 19 39:3 65:11 organization 17:4 45:10 59:19, 24 Ottawa 10:17 outbreak 30:10 35:18, 19 39:1, 10, 18, 19 40:9 41:23 42:7, 10, 11 43:25 44:10 46:4, 5, 7, 10, 11, 17, 22 49:4 outbreaks 7:1, 2 35:21, 22 36:1 37:7, 22 39:8 46:4 49:8, 10 58:4, 5, 9 outcomes 30:4 outstanding 37:15 38:11, 19 39:3 overall 24:8 overcome 61:11 overhead 11:2 overlooking 25:3 oversee 8:23 9:3 19:9 overview 6:20 7:21 9:1 24:2 27:13 35:17</p> <p>< P > p.m 1:16 5:1 62:22</p>	<p>pages 48:6 60:17, 21 pages/lines 4:9, 15, 19 pain 21:8, 11 pandemic 33:12 34:3 36:7 41:23 Parker 3:3 parsimonious 61:16 parsimony 61:24 part 16:23 27:9, 23 28:17 31:14 32:21 45:11 50:20 57:7 participants 1:14 2:17 particular 9:9 14:15 27:16 46:19 particularly 7:22 12:1 50:6 60:10 partners 38:12 39:5, 13 40:12 parts 31:19 pass 12:10 passed 26:3 passing 7:6 pattern 27:11 48:10 patterns 39:25 58:17 pay 16:3 peak 43:20 peaks 43:18 people 9:6, 24 19:19, 20 20:1, 2, 3, 4, 14, 15 27:10 47:24 54:19 59:21 60:18 percent 18:11, 15 19:3 20:9, 10 29:7 51:12, 13, 15, 17 percentage 32:1, 4 43:4, 5 percentile 23:22 perfect 53:22 performance 6:18 8:2 9:11 23:7 24:4</p>	<p>performance- monitoring 20:22 periods 31:23 pernicious 61:2 person 15:10 personal 13:6, 14 28:7, 21 personally 24:18 perspective 25:20 perspectives 48:8 pervasive 56:5 ph 22:13 pharmacy 10:19 Picker 24:12 piece 8:11 31:10 33:4, 8 34:19 37:17 pieces 33:1 37:2 pioneers 54:19 place 30:11 45:15, 17 55:20 63:7 placed 23:20 placement 9:18, 20 19:13 27:9 49:18 places 52:24 53:1 plan 13:20 17:5 Planning 2:10 23:12 49:18 plans 17:8 plateaued 36:2 40:10 platform 35:14 54:13, 14 pleasure 5:11 plug 29:4 plus 7:23 20:14 34:1 point 7:6 8:13 41:8, 9 42:4 57:5 points 7:7 44:7 Policy 2:21 3:4, 8 8:3 poll 25:1, 3 population 33:15 portfolio 7:17</p>
--	---	--	--	---

<p>10:9 45:12 portfolios 8:21 position 54:3 60:17 positive 48:2 58:15 positivity 29:7 30:19 possible 11:15 15:19, 23 47:4 52:19 possibly 15:17 posting 9:4 potentially 8:15 19:14 21:21 40:13 power 24:8 PPE 13:24 14:5, 12 15:12 30:11 43:5, 9, 14, 23 44:17, 19, 21, 23 45:7, 8 practice 58:5 practices 38:16 58:11, 17 61:1 pre-COVID 6:21 7:24 8:20 13:12 17:20 24:4 prepared 61:8 prescribing 33:25 34:3, 6 prescriptions 33:13 34:16 present 41:24 57:4, 5 presentation 7:23 15:22 16:11 20:19 45:13 62:5 PRESENTERS 2:8 pretty 49:3 previous 26:9 previously 19:15 primary 17:4 23:12 57:11 principles 61:24 probability 49:4 problem 36:14 procedures 18:14 proceed 43:3 PROCEEDINGS</p>	<p>62:22 63:6 process 19:10 processes 18:6 producing 42:15 professional 15:9 Professionals 30:25 31:7 profile 9:5, 15 10:1 program 8:3 progression 30:10 protective 13:6, 14 provide 9:23 35:6, 14, 15, 20 39:16 40:3 48:24 49:18 51:9 provided 23:15 40:22 41:3 49:9 provides 41:22 48:8 providing 35:7 province 20:11 51:15 provincial 13:21 18:20 45:9 50:25 51:11 60:4 provisioning 8:23 psychological 33:18 psychotropic 33:11 public 10:24 29:1, 4, 24 30:1 50:11 51:3 53:11, 15 public-facing 28:13 56:20, 22 57:7 purple 42:1 purpose 4:5 17:13 23:12 53:8 purposes 13:5 23:9 pursue 6:12 push 28:20, 25 put 11:21 28:10, 20, 22 29:8 45:15, 17</p>	<p>52:7 53:17 54:8 55:19 57:1 63:8 putting 8:16 19:19 53:20 < Q > Q2 12:16 Quality 16:21, 22 17:5, 7 53:7 54:20 quarterly 21:14 60:16 quarters 65:12 query 60:1, 2 question 11:20 12:11 13:11 16:19 17:1 24:21 25:21 26:18, 23 28:1 31:19 32:8 43:13 46:2 49:25 50:5 51:25 58:24 59:10 questioning 6:9 questions 6:17 11:9 20:20 21:6 29:18 58:21 59:17, 22 60:3 61:15 62:4 questions/reques ts 4:8, 13, 18 quick 16:18 25:1 27:13 quicker 33:23 quickly 19:15 48:17 52:25 53:13 quite 22:11 42:17 < R > R/F 4:18 rabbit 65:3 radicals 6:11 65:3 Rag 22:13 65:9 ramifications 15:6 range 6:18 8:2 10:18 51:14 rate 12:19 18:7 23:23 30:5, 6 37:11 38:9, 10</p>	<p>41:7 42:20 47:7, 12, 14, 24 48:11, 15, 16 49:3 rates 26:19 30:20 47:1, 4 49:5, 7 rating 38:12, 13 reach 7:7 reaching 19:2 read 49:24 62:10 reading 43:18 ready 6:6 real 54:19 really 6:23 7:16 15:23 16:20 17:13 21:2 26:5 29:12 30:20 31:23 32:17 33:17, 21 34:20 45:12, 23 52:19 54:24 59:10 60:12 realtime 19:11 reason 49:21 rebranded 14:2 receive 32:21 receiving 35:3 recorded 63:13 red 18:19 37:19, 25 38:6 39:13 46:8 49:2 red/yellow/green 31:13 referencing 62:14 referring 54:16 refers 55:8 refusal 23:22 refusals 4:4, 17 refused 4:18 regard 22:11 62:1 region 29:9 regions 11:4 31:14 37:20 regular 12:24 32:1 regulatory 31:2 reintroduce 7:5 rejected 23:23 relates 50:6</p>	<p>relation 34:24 relatively 35:24 relevance 50:9 relevant 60:12 relying 36:16 remarks 7:24 8:20 remember 23:11 33:10 remind 28:15 reminding 12:3 remotely 1:15 repeat 6:6 replicated 58:18 report 8:2 10:4 21:19 30:9 36:17 39:17 49:14 52:3 53:21 62:10, 14 reported 14:24 43:23 44:17, 19 60:16 Reporter 63:4, 25 REPORTER'S 63:1 reporting 8:24 11:20 12:3, 13, 15, 17, 23 15:3 16:12 20:25 26:15, 17 35:13 39:24 40:23 41:3 44:21, 23 60:19 reports 11:1 24:7 35:4, 6, 7 52:14 53:10 represent 41:25 42:1, 2 43:4 44:22 representing 7:17 represents 44:20 46:5 requests 8:5 require 61:1 required 27:22 35:9 50:10 52:21 requirement 13:3, 19 requirements 60:15 research 41:19</p>
---	---	--	---	--

<p>resident 7:1 8:15 20:20, 23 21:3, 11, 13, 17 24:8 30:3 32:19 33:5 34:17 39:11 42:7 46:19 residents 10:7 19:8, 23, 25 20:5 21:20, 23 23:15 26:5 30:8 33:17 34:11 41:8 42:15, 16 46:12 48:12, 13 49:11 resonates 45:6 resources 45:13 response 29:3 52:20, 24 56:24 58:2 responses 32:13 responsible 9:4 rest 20:19 62:9 resubmit 17:16 result 18:25 Reuben 60:13 reviews 17:13 rich 21:2 23:14 right-side 43:3 rising 42:20 risk 31:15 37:6, 7 38:3, 22 39:4, 6, 12 60:21 role 56:24 58:4, 10 room 19:18, 20 rooms 19:9, 22 20:2, 3, 5, 7, 16 51:19 59:21 Roopa 2:25 Rose 3:4 routine 48:24 routinely 8:1 row 42:8, 13 43:4 55:13 RUG 65:9 rule 25:25 run 26:19 running 18:3 25:23 59:13</p> <p>< S > sacrificing 61:16 scenario 42:18, 22</p>	<p>Science 2:14 7:14 screen 49:14 search 15:7 Secretariat 2:20, 22 3:5, 9 sector 10:24 12:2, 6, 10, 18 16:23 22:1 24:16 27:22 31:8 36:7 48:24 60:22 61:13 sectors 27:21 30:20 56:3 sedating 34:1 segue 16:9 send 49:15, 17 Senior 3:4, 8 sense 13:8 18:4 20:6 29:5 34:23 35:21 40:23 52:11 sensitive 28:21 separating 57:2 September 41:15 44:5 sequence 34:23 series 10:11, 22 28:12 35:4 serve 57:8 served 27:11 service 14:3 services 10:20 session 56:10 set 17:14 30:7 63:7 sets 6:24 severe 48:21 severity 46:4 shift 31:24 shifts 32:7 shone 34:19 short 22:16 shortage 43:14, 23 45:1 shortages 32:9 43:5, 6, 10 44:18, 19, 21, 23 45:10 Shorthand 63:4, 17, 25 show 29:22 36:3 48:5 49:1</p>	<p>52:10 53:12 showed 53:11 showing 40:1 49:13 shown 49:3 shows 46:17 side 11:11 33:22 42:14 sight 13:13 58:16 signal 57:3 significant 21:15 signing 54:9 similar 24:20 41:9 42:6, 22 49:9 52:14 similarities 48:23 Similarly 44:25 simple 23:3 simply 54:8 sit 10:22 14:16 21:24 sits 10:8 18:11, 14 29:6 51:12 situation 34:10 43:8 situational 35:8 size 42:9, 10 slide 7:20 29:16, 20 31:18 34:21 35:10 36:24 40:19 55:11 57:17, 20 slides 36:10, 13 small 34:5 35:22 59:11, 19 smaller 42:11 snapshot 10:6 49:10, 18 51:9 snapshots 48:24 solution 29:24 30:2 somebody 19:12 60:3, 7 something's 38:6 soon 53:6 sooner 47:10, 14 sophisticated 59:23 sophistication 59:18 sorry 28:1 45:5</p>	<p>sort 10:5 15:18 24:12 27:1 56:13 61:2 source 21:3, 19 24:6 30:23 34:15 53:19 54:1 55:24 57:23 sources 7:3 20:23 24:3, 6 34:20 37:1 46:15 49:15 speaking 7:23 specific 8:6, 11 13:18 29:17 31:19 32:12 57:22 specifically 14:9 19:21 27:21 specifics 16:10 spectrum 37:9 speed 42:20 spend 11:1 spending 15:16 spent 15:12 62:8 spoken 39:24 spot 55:23 spread 7:1 58:5, 9 stability 32:3 stable 37:16 38:12, 20 42:17 staff 15:10 18:21 25:7, 8, 24 30:3, 8 32:2, 5, 9 33:3 43:6, 10 49:11 59:13 staffing 9:8 10:19 16:16 17:21 30:11, 23 32:3 37:23 45:1, 15 58:4, 10 Stall 33:9, 25 58:8 stand 26:11 standard 10:14 14:12 35:4 standardized 10:11 standards 11:21 start 8:19 42:23 44:7 52:4 started 42:20</p>	<p>starting 39:25 56:17 starts 53:6 statement 12:23 54:16 statements 12:7 statistic 9:24 35:24 statistical 12:22 52:2, 7 status 21:7, 8, 15 23:15 30:10 31:13 36:22 37:25 38:6, 24 39:13, 16 stenographically 63:13 step 29:11 Stephanie 3:6 stewards 13:21 stop 61:3 story 34:8 strategies 61:11 stress 34:2 stride 6:9 striking 44:25 strikingly 45:2 structure 32:13 students 18:21 submission 16:24 submit 10:18 16:6, 22 17:4 31:3 59:16 submitted 12:8 36:18 55:15 submitting 55:12 subsequent 29:21 success 36:6 45:17 62:9 suggested 51:1 summarize 14:8 57:25 summer 45:18 sundry 14:17 supplement 40:15 supplied 11:18 supply 15:17, 18 30:12 45:8 support 8:3, 12, 21 9:13 19:4, 7, 10 27:4 28:24</p>
--	--	---	---	--

<p>41:22 50:25 60:18 supports 40:18 surrounding 49:6 surveil 34:17 surveillance 31:15 35:23 survey 18:2, 18 24:21 25:8 61:1 surveys 24:12 sweet 55:23 symptoms 33:18, 21 system 10:3, 9, 10 11:25 12:9 17:24 20:25 26:1 29:25 30:18 31:9, 15 32:21 35:2, 23 37:5 52:21 53:24 55:9 59:24 systematic 58:12 systems 17:20 53:19 54:1 56:1 61:14</p> <p>< T > Table 35:7, 15 41:20 43:1, 2 48:5, 25 50:2, 8 56:18, 23 tables 45:9 tackle 22:10 tag 39:15 tagging 36:23 tailor 61:7 tailoring 61:23 talk 9:12 36:25 41:2 43:2 talked 18:1 25:22 28:10 60:13 talking 59:7 tally 49:10 target 19:3 20:17 task 6:17 team 31:16 43:1 tend 61:3 terms 6:9 11:20 12:15</p>	<p>13:17 15:4 16:5 19:2 28:2 29:6 36:15 39:17 43:9 49:10 50:14 59:7 test 29:8 30:21 tested 18:22 47:5 testimony 63:11 testing 15:4 18:18 19:1 25:24 30:19 47:7 52:15 60:23 thanks 5:7, 10 62:5 themes 15:22 theoretically 14:22 thing 20:18 23:10 37:24 things 10:7 11:2, 4 14:5 21:12, 19 23:19 29:21 31:5 38:2, 14 40:24 60:24 61:4, 22 thinking 13:11 third 5:24 thought 8:19 thoughts 58:21 time 6:10, 11, 22 7:22 9:7 18:1 29:9 31:21, 23 32:18 41:8, 10 42:4 51:20 60:8, 16 62:8 63:7, 8, 12 time-consuming 54:25 timely 25:19, 24 26:8, 13, 19 31:9 51:9 52:23 53:4, 6 55:3, 6 times 6:21 7:25 8:21 12:15 23:20, 23 24:4 30:21 35:17 58:25 tips 38:17 today 5:5 13:12 today's 15:22</p>	<p>tool 10:23 14:1 top 46:3 55:13 topics 6:19 total 18:12 19:24 48:12 track 13:24 14:13, 15 54:11, 12 61:21 tracker 31:12 32:1 36:17 trackers 32:16 35:1 tracks 6:19 transcribed 63:14 transcript 63:17 transfers 21:20 30:5 transition 29:16 translate 10:14, 21 transparency 29:12 trend 36:5 40:5, 10 42:16, 23 trending 36:16 trends 27:2 40:2, 13, 23 53:12 trigger 32:12 true 21:17 63:16 trying 22:6 26:17 57:3 turn 9:22 turnaround 29:9 30:21 type 9:17 24:21 types 40:18 typically 13:23 14:14 23:18 27:6 28:5 50:7, 23</p> <p>< U > U/A 4:14 U/T 4:8 24:25 25:14 underlying 36:12 understand 6:25 9:20 15:19 19:2 22:6 26:4, 12, 18 27:10 30:7</p>	<p>31:20, 23 32:3 34:2 37:8 40:12 57:14 61:13 understanding 7:8 13:1 19:7 31:22 50:5 58:3 understands 53:7 understood 6:16 undertaken 4:8 undertakings 4:3, 7 uneven 51:25 unexpected 8:15 unfortunate 48:19 unit 29:1, 5 50:12 units 30:1 53:15 unrelated 28:1 upwards 46:9 uses 23:14</p> <p>< V > validity 45:6 valuable 30:6 55:24 value 58:14 value-versus- burden 61:25 variety 45:14 various 6:25 8:22, 24 9:5 18:6 24:3 31:2 60:24 VERITEXT 63:23 versus 11:2 48:7, 9 vigilance 37:10 vigilant 38:14, 15 visits 21:21 visualizations 28:12, 14 vital 56:15 57:2 VMO 38:10 VMOs 37:14 volumes 30:19</p> <p>< W > wait 5:23 6:1 9:7, 24 10:7 23:19 47:15</p>	<p>waiting 5:20 9:7 Walwyn 3:4, 8 wanted 34:22 51:7 warning 38:21 39:6 Wave 34:10 40:24 41:9, 10, 15, 25 42:2, 5, 7, 8, 10, 12 43:8, 9, 17 44:4, 5, 7, 11, 13, 14, 17, 19, 20, 23 45:2, 24 46:10, 14, 23 47:1, 4, 8 48:2, 3, 7, 8, 9, 14, 17, 20, 21 waves 47:17 ways 34:15 46:2 61:18, 22 weaknesses 58:3 wealth 58:1 website 9:2 60:4 websites 8:22 week 18:8, 17 35:17 49:1, 19 51:9 52:17 55:13 59:16 weekly 18:2, 4, 11 25:23 49:14 weeks 18:4 week's 18:25 well-being 7:1 20:21, 24 21:11, 17 32:19 33:5 34:17 Wettlaufer 8:10 whatever's 44:15 willing 16:3 wish 62:8 with/supporting 8:8 witness 63:8, 11 wonder 56:8 wonks 52:2 won't 6:6 62:13 work 8:11 20:22 27:14 31:5 32:14 33:10 34:19</p>
--	--	--	---	---

40:15 45:7
58:8 61:14
work/support
27:7
worked 17:24
37:3
working 31:24
32:18 61:12, 15
world 16:8
53:23
worst 33:22
worst-case
42:22
wrong 56:17

< Y >

Yaffe 50:9
Yeah 5:11
14:21 15:21, 25
16:17 22:3, 22
24:14 25:5, 10,
12, 15, 17 38:4
44:8 45:19
57:13 61:20
62:7
year 12:16
17:16 26:6, 16
27:23
year-end 12:16
years 27:23
60:20
yelling 33:20
yellow 18:23
37:20, 25

< Z >

zones 18:20, 23
Zoom 1:14