

Accountability Report 2017–2018

Department of Seniors

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Accountability Report 2017–2018

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Accountability Statement

The Accountability Report of the Department of Seniors for the year ended March 31, 2018 is prepared pursuant to the Finance Act and government policies and guidelines. These authorities require the reporting of outcomes against the Department of Seniors Business Plan for the fiscal year just ended. The reporting of the Department outcomes necessarily includes estimates, judgments and opinions by Department of Seniors management.

We acknowledge that this Accountability Report is the responsibility of Department of Seniors management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Department of Seniors 2017-2018 Business Plan.

Department of Seniors

Original signed by Minister

Leo A. Glavine, Minister

Original signed by Deputy Minister

Simon d'Entremont
Deputy Minister

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Message from the Minister

I am pleased to present the 2017-2018 Accountability Report for the Department of Seniors, and a summary of its activities and achievements over the past year. The department leads government's efforts to ensure the issues, opportunities and contributions of older Nova Scotians are considered and addressed in both policy development and decision-making by government.

The department is also responsible for coordinating and implementing the actions outlined in SHIFT: Nova Scotia's Action Plan for an Aging Population. SHIFT includes more than 50 actions assigned to ten government departments and the two health authorities from 2017-2020.

We have made significant progress against the actions in SHIFT over the past year. From promoting entrepreneurship among older Nova Scotians, to increasing the basic personal tax exemption amount, to investments in housing and community transportation, government has advanced a number of *SHIFT's* key priorities this year.

The Department of Seniors launched government first social innovation lab in 2018. The lab has brought together Nova Scotians from all ages and backgrounds to work on issues and opportunities related to an aging population.

Working with Nova Scotians to create inclusive, safe and age-friendly communities across the province continues to be a priority of the Department of Seniors. In 2017-2018, the department awarded grants to over 60 organizations totaling more than \$790,000 to communities across Nova Scotia. The grants supported senior safety programs and age-friendly community activities and planning.

The Department of Seniors will continue to work with our partners across government, municipalities, businesses, and communities to ensure Nova Scotians remain engaged, active and healthy members of their communities at all ages.

Respectfully submitted,

Original signed by Minister

Leo A. Glavine
Minister of Seniors

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Financial Results

<u>Programs and Services</u>	<u>2017-2018 Estimate</u>	<u>2017-2018 Actuals</u>	<u>2017-2018 Variance</u>
Office of the Deputy Minister	230	228	(2)
General Administration	324	318	(6)
Age Friendly	489	486	(3)
Safety For Seniors	522	468	(54)
Policy and Planning	324	498	174
Group of Nine	17	13	(4)
Social Innovation Lab	395	159	(236)
Total - Departmental Expenses	2,301	2,170	(131)
Ordinary Recoveries	---	---	---
<u>Funded Staff (# of FTEs)</u>			
Department Funded Staff	9.00	7.2	(1.8)

The Social Innovation Lab/NS Govlab was a new initiative with new investment contributions in 2017/18. As a result, the hiring process was not immediate and led to salary and benefit savings and operating costs being underspent. The department partially offset the savings through one-time initiatives such as contribution grants and partnership agreements which were developed to help achieve the mandate of the Department and of *SHIFT: Nova Scotia's Action Plan for an Aging Population*.

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Measuring Our Performance

Mandate (Dept. of Seniors), & *SHIFT: Nova Scotia's Action Plan for an Aging Population*

"The Nova Scotia Department of Seniors provides policy leadership and coordination across government to value, promote and support the participation in and contribution by older adults to all aspects of Nova Scotia life"... Between 2017 and 2020, the Department of Seniors will oversee the implementation and monitoring of *SHIFT: Nova Scotia's Action Plan for An Aging Population*. The action plan is a government-wide initiative, with the following vision: Together, Nova Scotians value, support and promote older adults and their contribution to Nova Scotia."

- 2017-2018 Business Plan, Dept. of Seniors.

The Department of Seniors is also leading the effort to actively seek new policy initiatives and ways to improve and augment the plan's objectives.

Department Accomplishments for 2017-2018

- **The Three (3) main Goals (pillars) of *SHIFT: Nova Scotia's Action Plan for an Aging Population***
www.novascotia.ca/shift

GOAL: Value the social and economic contributions of older adults

With their knowledge and experience, older Nova Scotians help drive our economy and keep our communities going.

GOAL: Promote healthy, active living

With good health, older Nova Scotians can pursue their goals, live independently.

GOAL: Support aging in place, connected to community life

Aging in place means older Nova Scotians can grow older in their homes and stay involved and connected to their communities.

- **2017 Throne speech commitments that support our *SHIFT* action plan**

"Government will ensure more people can receive the caregiver benefit, a program that provides \$400 per month in support and allows seniors to stay at home, around loved ones, longer. With this change, more than 1,600 people will become eligible."

"Supporting people at home and supporting their caregivers has meant that fewer Nova Scotians have had to rely on nursing homes..."

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- **Implementation of *SHIFT*: stages of progress**

The government is committed to implementing the specific actions of *SHIFT* in fiscal years 2017/18 through 2020/21 and beyond. Progressively understanding the diversity of older Nova Scotians and building on their strengths will help make Nova Scotia a better place for all of us.

- **Leading, coordinating and Collaborative efforts with partners in the implementation of *SHIFT***

The Minister and Deputy Minister of Seniors have overall responsibility for coordinating and implementing the *SHIFT* action plan, creating an evaluation framework, and reporting annually on progress.

Deputy Ministers and Deputy Heads of other departments and agencies are responsible for reporting their activities related to the *SHIFT* action plan in their annual business plans.

- **Efforts to facilitate and leverage research and provide policy advice related to aging and our aging population**

The Department of Seniors partnered with the Nova Scotia Health Research Foundation to host an information session on May 4, 2018 for government partners on opportunities to collaborate and access data and research from the Canadian Longitudinal Study on Aging.

- **Partnerships with federal and other jurisdictions to leverage and advance knowledge related to aging populations**

Staff of the Departments of Seniors (DoS) participate on several multi-jurisdictional (Federal-Provincial-Territorial) committees and working groups (e.g. Labour Market Participation of an Aging Workforce Working Group) aimed at facilitating research, advancing and leveraging knowledge and best practice to inform policy and decision making and practices related to an aging population.

Staff of the Departments of Seniors (DoS) and Municipal Affairs (DMA) are focusing on the development of guidance material to assist municipalities in adopting planning policies that support aging in place.

Working with Acadia Centre for Business and Third Sector Enhancement on a 3-year \$30,000 per year funded pilot program "Redefining Retirement" in three communities – St. Margaret's Bay, Windsor/West Hants and Yarmouth County that helps participants find purpose, passion and opportunity as an older adult.

Working with Centre for Entrepreneurship Education and Development as well as Regional Enterprise Networks to develop a 12-week "Senior Entrepreneurship Start-up" program

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offered province-wide that focused on the older adults.

- **Expansion to more communities in 2017/18 and strengthening the Senior Safety Program**

Two new communities, Victoria County and Colchester County, were funded in the 2017-18 fiscal year to develop Seniors' Safety Programs in their county, bringing the total number of Seniors' Safety Programs to 16 across the province. The programs are being moved to outcomes-based funding and multi-year agreements.

- **Age Friendly Communities**

Close to 50 applications were received under our Age Friendly Communities Grant funding program, and \$390,000 was awarded in 2017/18 to fund a range of initiatives that advance the goals of *SHIFT*.

- **Efforts to promote mentorship opportunities for older adults**

Currently partnering with Dalhousie University Continuing Education to pilot sessions in communities (e.g., New Glasgow, Sydney, Truro, Kentville). Mentoring Plus brings together retirees who want to share their skills, knowledge and networks with groups of unemployed young adults who need help determining a career path.

The Public Service Commission (PSC) is working to include more older adults as mentors and mentees in the government's mentorship program. The iNSpire Mentorship program was launched to several departments and networks in Fall 2017, it will become available to all employees in 2018. All ages and levels of employees are encouraged to participate in the program as either mentors or mentees.

- **Support Community Transportation**

In partnership with the Department of Communities Culture and Heritage (CCH), we developed an approach to community transportation with a focus on rural communities that build on existing capacity as well as promote innovation and learning.

- **Establishment of Social Innovation Lab/NS Govlab initiative**

Launched and established a social innovation lab focused on aging that can study and develop ways to address complex issues associated with an aging population was completed. The call for applications to the fellowship program was launched in February 2018.

- **Efforts to educate employers about the value of older workers and age-friendly workplaces in partnership with Labour and Advanced Education**

Nova Scotia Works Centres across the province have 25 Employer Engagement Specialists

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(EESs) who work directly with employers and sectors on recruitment and retention issues, including the benefits of hiring and keeping older workers in the workforce, as well as to educate them on the importance of working with all populations in the province, including older workers.

LAE has 3 Business Workforce Consultants who work provincially on sectoral HR priorities, including the recruitment and retention of older workers in various industries. LAE's Sector Council program involves 13 key sectors in Nova Scotia, and provides HR and workforce support to business, including special population sectors (such as older workers).

LAE has the Welcoming Workplaces online program for employers to understand and succeed in recruiting and retaining a diverse workforce. This tool is currently being reviewed to ensure that the information is current and reviewed with an age-friendly lens. The Workplace Initiatives Division's 14 front line staff, inclusive of Workplace Education and Training Coordinators, Business Workforce Consultants, and Job Bank Employer Service Representatives, all provide advice and guidance to employers.

- **Silver Economy Summit**

The Department of Seniors partnered with the Halifax Chamber of Commerce to host a Silver Economy Summit in Halifax in March 2018 with a focus on technology and aging. Two companies (Checkin and Paraglide) were awarded funds through *SHIFT* competition for developing products to support aging in place.

- **TedEx Aging well conference planning efforts**

Partnership has been established with NSCA to host a TEDX Aging Well conference during seniors' week in early October 2018.

- **Public Education Campaign efforts and activities**

Video "Beyond the Number" created for television and social media, fall 2017. Planning underway for comprehensive "owned, earned, paid" media campaign. As part of this broader approach, a second ad is currently being developed.

CRA omnibus survey after initial airing of Beyond the Number television campaign demonstrated support for the key goals of *SHIFT*.

- **Cultural competency training activities for government employees regarding ageism, etc.**

Cultural competence is included as both content and outcome of the PSC's training on Diversity and Inclusion and in the Diversity Certificate. The PSC also provides department/business unit training. In the last year the PSC did group training with multiple department and business units.

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- **Diversity data collection and analysis partnerships**

In partnership with CCH, the Citizen survey reports have collected data about the needs of older adults to support targeted action at a community level.

As the official Focal Point for Statistics Canada in Nova Scotia, the Department of Finance has been working with Statistics Canada to indicate that it places a priority on increasing details for demographic information including those of older adults; and in the last year, Statistics Canada released a number of studies that make reference to demographic characteristics in explaining labour market and income data.

- **Evaluation framework development leadership activities**

In March 2018 we hosted participating government departments to a 2-day workshop aimed at developing an evaluation framework and plan for the evaluation of *SHIFT*.

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Supplemental Information and Appendices

Key/Interesting Facts about our Work

FACT: Nova Scotia, New Brunswick and Florida have the oldest populations among all states, provinces and territories in North America.

Deputy Minister Simon d'Entremont insists that's not a bad thing but an opportunity.....

"We have to stop looking at aging as a problem to be solved and see it as the opportunity it is."

SHIFT

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Appendix A: Public Interest and Wrongdoing Act

Annual Report under Section 18 of the *Public Interest Disclosure of Wrongdoing Act*

The Public Interest Disclosure of Wrongdoing Act was proclaimed into law on December 20, 2011.

The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith.

The Act also protects employees who do disclose from reprisals, by enabling them to lay a complaint of reprisal with the Labor Board.

A Wrongdoing for the purposes of the Act is:

- a) a contravention of provincial or federal laws or regulations
- b) a misuse or gross mismanagement of public funds or assets
- c) an act or omission that creates an imminent risk of a substantial and specific danger to the life, health or safety of persons or the environment, or
- d) directing or counselling someone to commit a wrongdoing

Please use the following format to satisfy the disclosure obligation:

The following is a summary of disclosures received by (*Department / Public Service Office*)

Information Required under Section 18 of the Act	Fiscal Year 2017-2018
The number of disclosures received	No disclosures were received by the department in 2017-2018.
The number of findings of wrongdoing	n/a
Details of each wrongdoing (insert separate row for each wrongdoing)	n/a
Recommendations and actions taken on each wrongdoing (insert separate row for each wrongdoing)	n/a