



BULLETIN
TESTIMONY TO LONG TERM CARE COMMISSION
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[http://www.ltccommission-commissionsld.ca/transcripts/pdf/GovON_MOH-MLTC Meeting Transcript October 15 2020.pdf](http://www.ltccommission-commissionsld.ca/transcripts/pdf/GovON_MOH-MLTC_Meeting_Transcript_October_15_2020.pdf)

HIGHLIGHTS OF TESTIMONY

- Asked to think about implementing a wage subsidy program like B.C. and Quebec in early April because of staffing concerns in long term care (Pg. 4);
- Federal government interested in working with the provinces and territories about wage subsidies for key health workers – discussions with provincial Ministry of Finance and Feds, therefore scope of options increased to “incentivize” workers to stay in long term care - R.N.’s as well as other health workers (Pg. 5);
- Concerns raised about some workers not getting increase and others getting it creating disparity (Pg. 7);
- April 25th agreement with Feds allowed roll out of wage program for all health workers – additional support to keep working - \$4.00 per hour for all hours worked + “for each 4 week period over the 16 weeks of the program, if an employee worked a minimum number of hours in that four week period (100 hours) they were eligible for an additional lump sum payment of \$250.00” – consistent across all sectors that got pandemic pay – hospitals, long term care, retirement homes and other congregate care settings – coordinated by Treasury Board (Pg. 7/8, 16);
- Do not know if increase had desired effect – LTCF’s said it helped, but some staff chose not to stay because money was not the issue (Pg. 9);
- Nothing to stop for-profits from paying staff more from one of their funding envelopes – non-profits subjected to government legislation that restricts pay increases (Pg. 14);
- Third party agency staff working in LTCF’s and those redeployed from other sectors were also eligible for pandemic pay – management staff, people working off-site from home, and private duty nurses hired by residents were not eligible for pandemic pay (Pg. 15);
- Eligibility period was April 24th to August 13th (Pg. 16);
- \$321 million in Federal-Provincial funding was allocated – Federal government paid three quarters, province one quarter to about 2000 employers – included employment insurance and CPP (Pg. 16);

- Estimated on per bed basis how much a facility would need in order to pay pandemic pay – added extra for smaller facilities – higher number of staff per beds – would recover funds or top up based on actual expenditures (Pg. 17);
- Accountability was based on facilities providing mid-term report in July and final report in October, 2020 – many facilities said they were providing “estimates” – MOLTC bases its analysis on these reports (Pg.18);
- Ministry has a “reconciliation process” yearly – got pandemic pay funding out in June – not detailed information on how well it worked when it ended in August (Pg. 19);
- Additional licensed beds were added in mid to late March, 2020 as well as short stay beds converted to long stay (Pg. 20);
- Community care and homeless shelters also got pandemic pay, as did non-government funded retirement homes (Pg. 21);
- Discussion of not wanting to introduce competition between sectors for workers and redeployment of hospital sector workers to LTCF’s (Pg. 22/23);
- For-profit and non-profit facilities both have to put up equity to establish their “business” – **admission that “they may have entered into an agreement with the government as well for the government to provide an additional construction funding subsidy, I think it’s called”...over a period of multiple years** (Pg. 23/24);