2017 COMPENSATION CAMPAIGN

“Investing in Interprofessional Primary Care Teams”

January 25 2017
HOUSEKEEPING

- Call in: 1 888 816 4438 or 647 497 9389, access code: 556-800-867
- Audio PIN: Shown in control panel on the right-hand side of your screen
- During presentation, lines will remain muted to minimize background noise
- At various times, we will open the floor to questions. Raise your hand to speak, and we will call on you and unmute your line.
- Written questions + comments can be sent online at any time using the Questions pane on the right-hand side of your screen. We will address your question or comment at the next suitable opportunity.
TODAY’S AGENDA

• Part 1: Compensation Campaign

  Phase 1 - The First Step: 2016 announcement
  Phase 2 - Getting to Full 2012 Rates: 2017 campaign
  Phase 3 - Beyond 2012 Rates

Reference document: Ministry’s Implementation Q&As
Primary Care Recruitment and Retention Funding

Implementation Qs and As

Ministry of Health and Long-Term Care

December 2016
PHASE 1: THE FIRST STEP TOWARDS 2012 RATES
THE DOWN PAYMENT TOWARD EQUITY

• $31.7 M annualized for retention and recruitment purposes announced in 2016:

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<th>Year One 16/17</th>
<th>Year Two 17/18</th>
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<td>$22.2 Million Annual</td>
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• 2016/17: $22.5M
• 2017/18: $22.5 M + $9.5M = $31.7M annualized.
• 2018/19: $31.7 M: no increase at this point

This investment represents about 20% of the needed amount to get to maximum 2012 Hay rates.
PHASE I: PRIORITIES

- 2016/17: $22.7M
  - Increase benefits to 22.5%
  - Funded rates for NPs from $89,203 to $94,048
  - Funded increases to move RDs and HPs from Band 7 to 8, to close the gap over two years
  - RTs were moved from Band 7 to 8, no significant funding required as RTs were funded at Band 8
  - Small increase for all staff
PHASE I: PRIORITIES

• 2017/18: $31.7M annualized (an additional $9.5M)
  – Funded increase for NPs from $94,048 to $98,001
  – Incremental increase for all staff
Current Status:

• $22.7M has flowed
  – Revised Qs and As from Ministry have been issued
  – FHTs/NPLCs are expected to submit ‘attestation reports’ by January 31st

• Additional $9.5M
  – Funding letters to be issued by end of first quarter in FY 2017/18 (anticipated)
Where did the Funds go:

• Ministry will be collecting ‘attestation’ reports from all IPC organizations to do an analysis

• Ministry will share results to look at themes

• AFHTO, AOHC and NPAO will be doing a short survey to determine status of HOOPP across sector
PHASE II: GETTING TO FULL 2012 RATES - THE LAUNCH OF A CAMPAIGN
WHAT IS THE GAP?

• The outstanding gap to get to full HAY is $130M annualized
  – This is in addition to the current investments of $31.7M annualized

• For over 7500 FTEs in over 400 organizations
  – AHACs, CHCs, NPLCs, FHTs
  – Diabetes Education Program
  – NP Led Nursing Stations
  – Others (groups of physicians with 1-2 staff such as social workers)
Campaign Objective:

• Secure commitment in 2017/18 Provincial Budget for $130 M annualized with implementation plan over 2 years to ensure interprofessional primary care teams can effectively retain and recruit staff

• This would bring 7,500 staff in over 400 AHACs, CHCs, FHTs, NPLCs, and NP Led Nursing stations to the 2012 recommended salary rates by 2019

• Campaign will be led by: AFHTO, AOHC and NPAO but requires the support of all members
Key messages

• To put *Patients First*, Ontario needs to invest in interprofessional primary care teams.

• This investment will help address recruitment and retention challenges, build strong interprofessional primary care teams and ensure high-quality, people-centred primary health care delivery in Ontario.

• In the 2017 Budget we want a commitment to $130 M annualized, with implementation plan over 2 years, to ensure interprofessional PC teams can effectively retain and recruit staff.
Key Audiences:

1. Decision Makers:
   - Minister of Health and Long-Term Care
   - Minister of Finance
   - Treasury Board
   - Cabinet
   - Senior Ministry Decision Makers

2. Supported by engaged MPPs
We need your voices NOW!

• **Timeline:** January until the 2017 spring Ontario budget

• AFHTO, AOHC and NPAO will deliver a campaign targeted at key political decision makers

• Staff and Boards in FHTs, NPLCs, CHCs, AHACs, have to **“Make Your Voices Heard”** now
What Have We Done So Far?

• AFHTO, AOHC and NPAO have met with political staff in Health Minister’s office and Premier’s office
  – Outlined our ask and informed them of campaign

• Briefed Deputy Minister and key staff at the Ministry

• Sent formal letter to Minister

• Included compensation as a priority in the pre-budget submission to the government

• Over 12 Boards from all our members (all three associations) have already sent letters to the Minister with copies to MPPs
MAKE YOUR VOICES HEARD: WHY IS THIS IMPORTANT

• We have heard support for the important role of interprofessional primary health care in the transformation of primary health care and in particular, Patients First.

• We heard that hospitals and doctors ‘take a lot of airtime’ in the Ministry. We need to take up some of this precious air space.

• AFHTO, AOHC and NPAO has stated repeatedly that organizations are having difficulty recruiting and retaining staff at these low rates. We need Boards and staff to support this with evidence.
MAKE YOUR VOICES HEARD: WHY IS THIS IMPORTANT

• We need Boards and staff to tell your own stories:
  – Why you stay at your FHT/NPLC despite the salary
  – How long you have been at your FHT/NPLC and what, if any, wage increase you have had during this time

• Our campaign will not:
  – involve the people we serve (i.e. patients)
  – Involve the formal media at this time

• We will use a social media campaign targeted to Minister
MAKE YOUR VOICES HEARD

4 Actions:

1. Sign a petition by all staff:
   • Opportunity for all staff to join in one action
   • Easy to do
   • Specific action for the MPP to take
   • Read in the legislature so it is on record

2. Electronic e-Letter
   • To key decision makers
   • Allows for individual staff to tell their story
MAKE YOUR VOICES HEARD

4 Actions:

3. Join in social media:
   – See sample tweets

4. Letter by your Board to Minister with cc to your MPP:
   – Allows your Board to tell your organization’s story
     • If you have lost people due to R&R challenges, please give specifics!
ACTION 1: All Staff to Sign HARD COPY Petition

1. Organize a fun staff signing event at your FHT/NPLC the first week of February.
   - Give a prize if you get 100% participation (pizza party)

2. Send hard copy to MPP by Feb 10 and request that it be tabled in the Legislative Assembly as soon as house opens Feb 21
   - If you have met with your MPP about this issue you can send the petition with a cover letter
   - If not – it would be a great opportunity for Board/staff to meet with MPP
   - MPPs are in their ridings the week of Feb 13
ACTION 1: All Staff to Sign HARD COPY Petition

3. Scan or send copies of signed petition to info@afhto.ca
   • This will enable us to get a province wide count of participation
   • If the MPP does not table the petition in the Legislation we will forward it directly to the Minister

Find Petition & MPP Lobby kit: http://www.afhto.ca/members-only/advocacy-govrelations/advocacy-recruitment-retention/2017-compensation-campaign/
Petition

To The Legislative Assembly of Ontario:

Whereas the Ontario government needs to strengthen primary care as the foundation of healthcare system to achieve health system transformation goals of Patients First; and

Whereas research shows that interprofessional primary health care delivers better outcomes for people and better value for money; and

Whereas an investment in primary care will help address recruitment and retention challenges, build strong interprofessional primary care teams and ensure high-quality, people-centred primary health care delivery in Ontario; and

Whereas over 7,500 staff in over 400 Community Health Centres, Family Health Teams, Aboriginal Health Access Centres and Nurse Practitioner-led Clinics are being paid below rates recommended in 2012 and as a result are facing challenges recruiting and retaining health providers, including Chiropractors, Nurse Practitioners, Dietitians, Registered Nurses, Health Promotors, Occupational Therapists, Psychologists, Pharmacists, Respiratory Therapists, Chiropractors, Physiotherapists, Mental Health and Social Workers, Physician Assistants, Managers and Administration;

We the undersigned petition the Legislative Assembly of Ontario to invest in interprofessional primary health care teams with a commitment of $130 million annualized, with an implementation plan over 2 years, to ensure interprofessional primary health care teams can effectively retain and recruit staff.

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Submit completed petitions to: ___________________________ Available in English & French
ACTION 2: E-letter to key Cabinet Ministers

1. Identify a campaign lead at each site to encourage staff to sign and send the letter. Set your own targets. Have fun!

2. Encourage all staff to send e-letter that will automatically go to Premier Wynne, Finance Minister Sousa, Health Minister Hoskins, and Treasury Board Minister Sandals.

3. Template letter allows staff to add their own words about how compensation freeze has affected them. Template letter can be found at: http://www.afhto.ca/category/members-only/advocacy-govrelations/advocacy-tools/
Recruitment and Retention in Interprofessional Primary Health Care

In the 2017 Ontario Budget, the Association of Ontario Health Centres (AOHC), Association of Family Health Teams of Ontario (AFHTO), and Nurse Practitioners’ Association of Ontario (NPAC) are calling for a commitment of $130 million annualized, with implementation over 2 years, to ensure interprofessional primary health care teams can effectively retain and recruit staff.

Here is how you can support the campaign and make your voice heard:

Sign the letter below addressed to Hon. Kathleen Wynne, Premier; Hon. Eric Hoskins, Minister of Health and Long-Term Care; Hon. Charles Sousa, Minister of Finance; Hon. Liz Sandals, President of Treasury Board.

Step 1: Enter your personal information

First Name *

Last Name *

Email Address *

Organization *
ACTION 3: Send Tweets on Social Media

• Strengthen #primarycare as the foundation of the healthcare system for true transformation @DrEricHoskins #investinprimarycare

• Interprofessional primary health care delivers better outcomes for people and better value for money @DrEricHoskins #investinprimarycare

• Putting #PatientsFirst requires an investment at the first point of contact for patients: #primarycare @DrEricHoskins #investinprimarycare

• This is about equity & fairness- to put #PatientsFirst invest in the people providing care in our teams @DrEricHoskins

• We can’t build a great health system on a crumbling foundation – #investinprimarycare to fortify & improve the foundation @DrEricHoskins

• To put #PatientsFirst, we need to invest in interprofessional #primarycare - a strong health care system needs a strong foundation

Please add @EricHoskins and #investinprimarycare in all your tweets
ACTION 4: Board to send letter

1. Each Board should send a letter to the Minister acknowledging the funding received to date and outlining the outstanding impact on your organization.

2. cc your MPP and AFHTO.

3. Please contact us if you would like to see examples of some great letters already sent out by FHT Boards.
“Make Your Voices Heard” Targets:

- AFHTO has 185 members representing 3,500 FTEs

Targets:
- Every Board sends a letter
- Every organization sends in petitions representing 80% of staff
- Over 3,500 FTEs work in our FHTs/NPLCs:
  - What should be our target be for individual letters?
  - Set your own goals
LET US KNOW HOW IT IS GOING

• Send us pictures of staff signing petition or the event you hosted for petition signing party
• Send us pictures of you meeting with your MPP or mailing the petitions to your MPP (go to their offices with your FHT/NPLC/CHC/AHAC colleagues)
• Send us pictures of staff sitting at the computer sending the e-letter with a quote of how it impacted you
• Set targets and challenge other members to beat your target
WHAT WILL WE DO WITH THIS INFORMATION

• We will share it in the AFHTO Communiques so other FHTs/NPLCs are motivated by your action.

• We will compile this information and use it for further action in March to keep the pressure on.

• It also provides us opportunities to request further meetings or for a media strategy if necessary.
BUDGET DAY: OUR GOAL

To be able to celebrate on Budget Day with the announcement of an additional $130M over two years to address retention and compensation issues in interprofessional primary care.

To achieve this celebration we need each and every Board and staff to participate in this time focused campaign.
PHASE 3 –BEYOND 2012 RATES
Time for a Refresh: Using 5 year old data

- Consensus emerging that it is time to refresh the 2012 Wage grid to 2017
- Ministry will share the analysis of the ‘attestation’ reports. This information will be useful to assess where our FHTs/NPLCs are in relation to 2012 recommended salaries
- Have also received requests for Market exception reviews: Chiropodists, Physiotherapists, Physician Assistants just to name a few
- Response to RFP indicated that a market refresh would cost approximately $45,000
  - AFHTO, AOHC and NPAO will share cost equally
DISCUSSION

• Results of this refresh will allow us to recalculate refreshed gap to 2017 rates.
• Timing: Goal is to do refresh in the spring after Phase 2 with the hope that any additional funding announcement can be taken into consideration.

Thoughts?
Reaction?
Discussion?
CLOSE

• Thank you to everyone that attended
• All materials will be posted on the AFHTO website at http://www.afhto.ca/members-only/advocacy-govrelations/advocacy-recruitment-retention/2017-compensation-campaign/
• A follow up email will be sent to all attendees recapping today’s webinar as well as a link to the tools and a recording of the webinar for anyone who was not able to attend
• As always, please do not hesitate to contact us at info@afhto.ca if you have any further questions