

BRIGHT LIGHTS AWARDS**2016****AFHTO Board Award**

Theresa Agnew, Angie Heydon, Adrianna Tetley

Earning a Commitment and Seeing It Through: Primary Care Compensation

Thanks to the tireless efforts of these three healthcare leaders, in its 2016 budget, the Government of Ontario committed \$85 million over three years to ensure that primary care teams and other clinics “can effectively recruit and retain qualified interprofessional staff in primary care settings.”

Given the tough fiscal climate, it was no small task to win this budgetary commitment. Government prioritized this new investment at a time when it was also reducing “annual spending growth on health from about 7 per cent down to about 2 per cent.”

Agnew, the Executive Director of the Nurse Practitioners Association of Ontario; Heydon, the chief executive officer of the Association of Family Health Teams of Ontario; and Tetley, the executive director of the Association of Ontario Health Centres were instrumental in developing the strategy to support recruitment and retention in primary care at the provincial level.

“This investment now puts interprofessional primary care teams onto more equal footing to attract and keep the skilled professionals needed to deliver better care, better health and better value for Ontarians,” said Heydon.

Agnew agreed, noting, “This investment shows that our interprofessional health provider team-members are valued.”

BRIGHT LIGHTS AWARDS



2016

These amazing women developed the strategy and documentation that supports this new provincial funding. They commissioned evidence-informed reports, met with dozens of politicians and government officials to explain their rationale, and worked collaboratively with their members to lobby for change.

“This [initiative] is especially important because it will enable Ontario to do a better job ensuring people who face barriers to health can access the services they need from interprofessional teams,” said Tetley.

Key Facts:

- Obtained new provincial funding during a year of overall budget cuts
- True collaborative effort among healthcare organizations
- Culmination of four years of hard work
- Sought to:
 - place all professions in the proper salary bands
 - reduce the gap between current and recommended salary rates
 - obtain an immediate 2.5 per cent increase in benefits funding