



association of family  
health teams of ontario

## 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:

Year One 16/17	Year Two 17/ 18	Year Three 18/19
\$22.2 Million Annual	\$31.7 Million Annual	\$31.7 Million Annual

- 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](mailto: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/>



# 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 (NPAD) 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: Chiropractors, 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](mailto:info@afhto.ca) if you have any further questions