

Ministry of Long-Term Care
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**Ministère des Soins de longue
durée**
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eApproval# 179-2020-22

May 15, 2020

Dear Long-Term Care Home Licensees:

Re: Temporary Pandemic Pay

Further to the recent announcement by the Premier on April 25, 2020, I am pleased to confirm the Ministry of Long-Term Care (the “ministry”) will be providing temporary Pandemic Pay for Long-Term Care frontline and support workers who are experiencing severe challenges in the workplace and are at heightened risk during the coronavirus (COVID-19) outbreak.

Pandemic Pay measures will be in effect for an anticipated 16-week period. Payment will be retroactive to April 24, 2020 and will extend to August 13, 2020. It will consist of:

1. **A temporary top-up based on hourly wages:** Eligible Long-Term Care staff will receive \$4 per hour for all hours worked; and
2. **Monthly lump sum payments:** Eligible Long-Term Care staff will receive an additional lump sum payment of \$250 a month, conditional on 100 hours being worked in one of the following designated four-week periods, for a total of up to \$1,000 in lump sum payments.
 - April 24, 2020 to May 21, 2020
 - May 22, 2020 to June 18, 2020
 - June 19, 2020 to July 16, 2020
 - July 17, 2020 to August 13, 2020

All publicly funded non-management staff who are working on-site at a licensed Long-Term Care Home are eligible for temporary Pandemic Pay, including clinical care staff and support staff (full-time, part-time and or/casual workers). We are asking that employers add the Pandemic Pay to their employees’ regular paycheques or include Pandemic Pay in contracts with external agencies.

The funding required will be provided to licensees that are party to a Letter of Agreement for Ministry Direct Funding to Long-Term Care Homes (Direct Funding Agreement, or DFA) with the ministry. The Pandemic Pay funding program policy to be provided under the DFA will outline the specific funding program requirements, and the funding will be subject to accountability and reporting requirements set out in the DFA. Note, statutory deductions and

entitlements still apply and the incremental employer portion will be funded by the Government of Ontario.

Additional details regarding direct funding allocations and the detailed program policy under the DFA, will be communicated at the beginning of June by ministry staff. We anticipate that money will begin flowing as soon as possible.

To the extent that there may be conflicts between the provision of temporary Pandemic Pay and the requirements under the *Protecting a Sustainable Public Sector for Future Generations Act, 2019* (PSPSFGA), the government has issued a Regulation under the *Emergency Management and Civil Protection Act, 1990*. This order ensures that eligible employers who are subject to wage moderation under the Act are able to provide eligible frontline workers with Pandemic Pay¹.

The Government of Ontario recognizes this is a rapidly evolving and dynamic situation and will continue to monitor and consult on the best approaches to support Ontarians, including LTC staff. For additional information please visit: <https://www.ontario.ca/pandemicpay>.

If you have any questions or require further information, please contact the ministry by e-mail at LTC.Info@ontario.ca.

Thank you for your continued dedication and commitment to improving the quality of long-term care in Ontario.

Sincerely,

ORIGINAL SIGNED BY

Richard Steele
Deputy Minister of Long-Term Care

c:

Ms. Janet Hope, Assistant Deputy Minister, Long-Term Care Policy Division
Mr. Brian Pollard, Assistant Deputy Minister, Long-Term Care Operations Division
Mr. Peter Kaftarian, Chief Administrative Officer & Assistant Deputy Minister, Corporate Services Division
Ms. Donna Duncan, Ontario Long Term Care Association
Ms. Lisa Levin, AdvantAge Ontario
Mr. Dan Kaniuk, Chair, Board of Directors, Ontario Long-Term Care Association
Ms. Jane Sinclair, Chair, Board of Directors, Advantage Ontario
Mr. Matt Anderson, President and CEO, Ontario Health
Mr. William Hatanaka, Board Chair, Ontario Health

¹ For additional information, please refer to O. Reg. 195/20: Order under subsection 7.1 (2) of the Act - treatment of temporary COVID-19 related payments to employees:
<https://www.ontario.ca/laws/regulation/200195>