



TO: Chair and Members of the Finance & Facilities Committee

FROM: Christopher Mackie, Medical Officer of Health

DATE: 2020 July 02

MINISTRY OF HEALTH TEMPORARY PANDEMIC PAY INITIATIVE

Recommendation:

That the Finance & Facilities Committee recommend that the Board of Health:

- 1. Receive Report No. 017-20FFC re: “Ministry of Health Temporary Pandemic Pay Initiative;” and*
- 2. Direct staff to receive this funding.*

Key Points

The Ministry of Health is providing the Health Unit with one-time funding up to \$271,900 for the 2020 - 2021 funding year to support the temporary pandemic pay initiative as part of the COVID-19 response in the public health sector.

Discussion

The purpose of this pay incentive is to provide additional support for eligible Board of Health employees who are experiencing severe challenges and are at heightened risk during the COVID-19 outbreak. The pay increase for eligible employees covers the period between April 24, 2020 and August 13, 2020. Eligible employees will receive a \$4 per hour premium over current wage subject to certain restrictions. Details are outlined in the attached ([Appendix A](#)).

The Health Unit will be required to:

1. determine and identify eligible employees;
2. pay funds to each eligible employee in accordance with guidelines as set out in the attached ([Appendix B](#));
3. Provide separate disclosure to each employee of amount of pandemic pay;
4. Provide monthly reporting to the province on a defined template in line with provincial requirements; and
5. Create and maintain accounting records to support subsequent reporting to the province as unspent funds are subject to recovery in accordance with the province’s year-end reconciliation policy.

The Board of Health will be notified of the 2020 provincial funding allocations for all other public health programs and services at a later date.

Conclusion

The Ministry of Health is providing the Health Unit with one-time funding up to \$271,900 to support the temporary pandemic pay initiative as part of the COVID-19 response in the public health sector.

This report prepared by the Finance Team, Healthy Organization Division.

A handwritten signature in black ink, appearing to read 'C. Mackie', is positioned above the printed name and title.

Christopher Mackie, MD, MHSc, CCFP, FRCPC
Medical Officer of Health / CEO