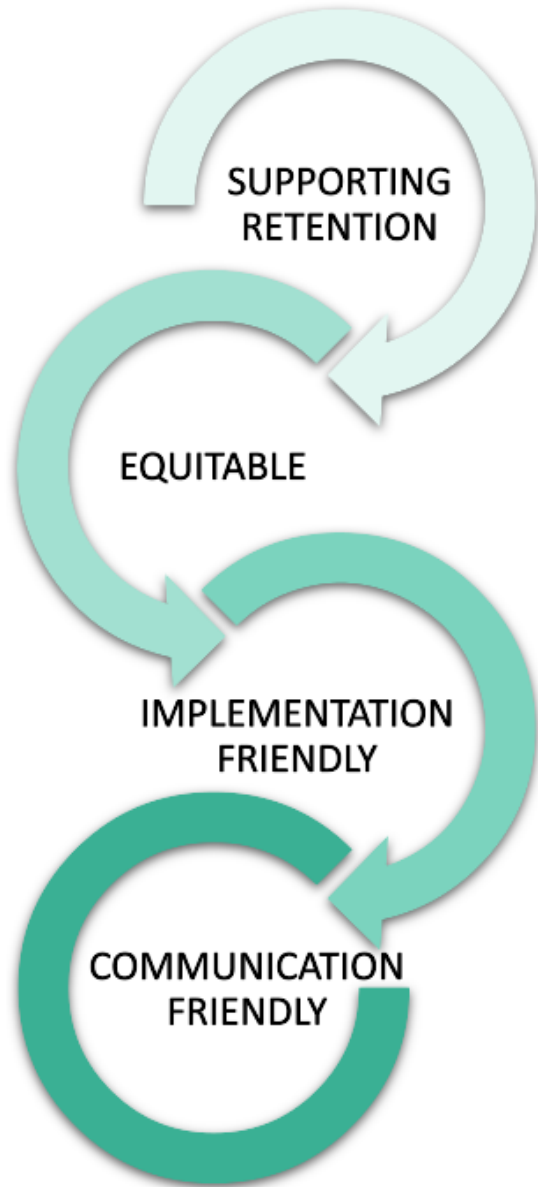


- Nurses are critical to the province's health workforce and its ongoing response to COVID-19.
- Across the province, nurses have demonstrated remarkable dedication, professionalism resilience, putting themselves in harm's way to care for our sick and most vulnerable citizens.
- We know that a strong nursing workforce is vital to the province's recovery in the coming months and years ahead, **which means that we have to take care of the nursing workforce we have**, while we continue to build it for the future.
- Ontario is introducing a temporary financial incentive to support nursing retention during this critical time and acknowledges the exceptional contributions nurses make to the province.
- Efforts are already underway to confirm all implementation details and roll out this program quickly so that funds can get in the pockets of our deserving nursing workforce as soon as possible.
- We will be working with partners to ensure that all those involved in administering the program will be set up for success.
- Together, we can ensure continued access to quality care while providing a supportive working environment for Ontario nurses, so that they remain a part of our valued health workforce while working to end hallway health care.



SUPPORTS RETENTION

- Ontario needs all nurses in every sector, everywhere! - All sectors within the system continue to support broader health care delivery during this exceptional period
- Aimed at the largest possible number of nurses - working in the system today

EQUITABLE ACCESS for NURSES

- If you work in nursing, you will qualify for the incentive regardless of the sector you work in and the work you do (with very few exceptions)
- Whether you work full time or full-time hours or part-time casual, you'll get fair and equitable access to the incentive

IMPLEMENTATION FRIENDLY

- As simple as possible to ensure that both payments are made as soon as possible
- As simple as possible for employers to implement for full-time, part-time or casual staff.
- Simpler for nurses who have more than one employer

COMMUNICATION FRIENDLY

- All partners (nurses, nurse representatives, employers) must have:
 - Clear understanding of what's being offered
 - Clear understanding of who it's being offered to
 - Clear timelines for when it's happening

- **Timing:** We need to implement a program and get payments out quickly.
- **Administration:** The OPS is not the employer in most cases and therefore does not have a direct payment method to employees outside of Corrections.
- **Complexity:** Some employees have multiple employers and numerous payroll systems involved, so a clear, consistent and simple payment process is required.
- **Accountability:** Financial accounting rules must be taken into consideration. The program parameters were structured to reflect feedback from the Ontario Auditor General.
- **Communications:** We are working to develop clear, easy to interpret communications so that nurses know what to expect and when to expect it and employers understand expectations of them in administering the payments. We will keep our stakeholders updated.
- **Lessons Learned:** We are leveraging our experiences with other compensation programs such that we know what implementation strategies work, and what to avoid.

How the Incentive Will be Applied and Paid

- Full-time nurses will receive payment of \$5,000 (two payments of \$2,500)
- Part-time and Casual Nurses receive two pro-rated payments of up to \$2,500 for a total of up to \$5,000
- Relating to the period of February 13 to April 22, 2022 (i.e., 10 weeks)

	Full Time Staff	Part Time/Casual Staff	Details
First Payment <ul style="list-style-type: none">• Relates to period between February 13 and March 19, 2022	\$2,500	Up to \$2,500 Applied to hours worked, up to a total of 187.5 hours	<ul style="list-style-type: none">○ Payment in early Spring 2022 (April/May)○ Must be in employment as a practicing nurse on March 31, 2022 to be eligible for payment
Second Payment <ul style="list-style-type: none">• Relates to the period between March 20 to April 22, 2022	\$2,500	Up to \$2,500 Applied to hours worked, up to a total of 187.5 hours	<ul style="list-style-type: none">○ Payment in September 2022○ Must be in employment as a practicing nurse on Sept. 1, 2022 to be eligible for payment

- Each employer responsible for paying the rate for the hours worked by their employee. (e.g., a nurse with two or more employers may receive pay for hours worked with each employer)
- Nurses on parental leave and other forms of leave or otherwise dealing with individual life events will not be disadvantaged in the implementation of the program. *Further details to be provided in due course.*



All nurses who remain employed at payment dates are eligible for the incentive except:

- Those in private duty nursing (where they are employed directly by members of the public)
 - Those employed by schools
 - Those employed by postsecondary educators
 - Directors of Nursing
 - Nursing executives (e.g., Chief Nursing Executives at a hospital)
- Part-time/casual hours worked in any of the “exempted” sectors do not count in any proration
 - Hours worked for Temporary Staffing Agencies do not count as part of any proration
 - You are not eligible to receive any payment if you retire or leave employment prior to March 31, 2022
 - You are only eligible to receive one payment if you retire or leave employment as a nurse prior to September 1, 2022



For greater clarity

- Nurses in all publicly funded services including, hospitals, home and community care, long-term care, public health, other community services, corrections, labs / diagnostics, telehealth/tele advisory are eligible.
- Nurses employed in registered retirement homes are eligible
- **Nurses in a management or supervisory role (other than those excluded) who also who carry a direct patient caseload are eligible**
- **Any nurse in a management or supervisory role who was redeployed to a direct patient care role during the eligibility period are eligible**

