

Ontario's PSW Stabilization Strategy

PSWs are defined as those individuals who hold PSW categorization as a graduate of a PSW educational program in Ontario.

1. What was the PSW stabilization plan?

In response to the Caplan Report on Home Care¹, the Ontario Ministry of Health & Long-Term Care (MOHLTC) instituted a province-wide PSW Stabilization Strategy designed to:

- Increase availability of predictable, regular work for PSWs in the home care sector
- Ensure that workers with regular and predictable hours receive benefits in accordance with the *Employment Standards Act*
- Ensure that workers are compensated for travel time and costs
- Establish a base minimum wage for PSWs of \$12.50 per hour

2. How did Ontario's PSW Stabilization Strategy affect PSW wages?

The Strategy brought the minimum wage for PSWs providing work under contract to the CCACs up to \$12.50 per hour.

3. How did the Strategy affect PSWs employment options?

PSW employment options remained unchanged. PSWs continue to have options for regular and casual work openings as made available by their employer (unless otherwise obligated through a collective agreement or contract).

4. How did Ontario's PSW Stabilization Strategy enhance PSW travel reimbursement?

There are a variety of travel reimbursement approaches within home care provider organizations. The PSW Stabilization Strategy directed that employers must ensure that PSWs are compensated for travel time and cost.

5. Has Ontario's PSW Stabilization Strategy been fully implemented?

The funds for Ontario's PSW Stabilization Strategy have been disbursed and each home care service provider is accountable to operationalize the policy objectives.

About OHCA

The OHCA, *the voice of home care in Ontario*, is a membership association representing providers of quality home care services from across Ontario. OHCA is dedicated to promoting the growth and development of the home and community health care sector by helping to shape health care policy, supporting members to excel, and being a leading source of information on home and community care. OHCA members are accredited through Accreditation Canada and/or the International Standards Association (ISO).

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¹ Honourable Elinor Caplan, PC. Realizing the Potential of Home Care, Competing for Excellence by Rewarding Results, May 2005