

In April, the Government of Ontario announced it would be providing temporary pandemic pay aimed at helping frontline staff who are experiencing severe challenges and are at heightened risk during the COVID-19 outbreak.

This has been a challenging process to work through given the complexity of the healthcare system with its variety of care settings, roles and functions.

We have spent a considerable time advocating for our hospital and with healthcare partners and the Ontario Hospital Association to broaden the scope and roles that would be eligible for this temporary pay.

Everyone at our hospital is valued and important to the efforts to fight COVID-19 and we appreciate everything you are doing. There are many frontline heroes who have been working very hard throughout the pandemic but have not been included on the list of eligible positions.

Unfortunately we have not been successful in receiving approval on the inclusion of additional roles. The Government of Ontario has been very clear that only those that meet the eligibility criteria will receive the temporary pandemic pay. There are also legislative restrictions in place that prohibit hospitals from providing the pandemic pay to those who do not meet the eligibility criteria. The province has also communicated to hospitals that there is a limit to the amount of funding provided by the federal government and the resources available can only go so far.

This is very disappointing as we know everyone has been dedicated to our patients and the hospital, and to keeping all of us safe since the start of the pandemic, and some won't be recognized by the government through this program. We encourage empathy and support across the organization as this news is received.

Staff will receive an email next week from Human Resources outlining the details around eligibility. If you receive an email outlining that you are not eligible and feel you should be please contact your manager who will review your situation with human resources staff. For those who are eligible, at this point we are looking at providing a single lump sum payment in mid-September. There may also be some additional emails to staff if you have been redeployed to an eligible position before the August 13, 2020 end date or if our last advocacy effort is successful

Myself and the leadership team are very proud of the way all staff at Waypoint have rallied during these unprecedented times to care for our patients and each other while also dealing with the reality of the pandemic on your home life.

We have been sharing our appreciation throughout the pandemic and will continue to recognize the incredible work you have all done, whether in the hospital, community and working from home.

Information will be posted on PenNIE and we will continue to provide any updates in Safe&Well and during the Live Updates.

Again, please know you are valued and important to our hospital in any role you play.

**Carol Lambie**  
**President & CEO**