

## APPENDIX A

# Benefits Package for Home Support Workers

### 1. Travel Time

Home Support Workers are generally not compensated for work-related travel time and this has become a retention and recruitment issue. Non compensation for travel time has a direct effect on providing services for clients.

#### Recommendation

Home Support Workers to be compensated for work-related travel time at 6 % ( for urban areas) & 7 % ( for rural areas) of billable hours.

Example: an employee who works 100 hours per month in a rural area would be compensated  $100 \text{ hr} \times \$15 \text{ (billable rate)} \times 7\% = \$105.00$ ; a home support worker in an urban center would be compensated at the 6% rate or \$90.00.

### 2. Mileage

Home Support Workers are generally compensated for mileage costs based on hours worked at a 4% rate for urban areas and a 5% rate for rural areas.

#### Recommendation

Home Support Workers receive a 1% increase in mileage cost from the current 4% for urban areas & 5% for rural areas to 5% & 6%.

### 3. Shift Differential

The hardest hours to fill for Home Support Agencies are night (after 6 pm) and weekends. Typically such shifts serve the more vulnerable client who without the service may require institutional care. Agencies report that 8% of their billable hours are for Saturday and Sunday shifts and only 30-35% of their staff will accept these shifts.

#### Recommendation

Home support Workers to receive \$1.25 per hour for Saturday and Sunday shifts

### 4. Sick Time Benefits

The Compensation, Benefits, and Working Conditions Committee endorse the implementation of a paid sick time benefit for all Home Support Workers and the enforcement of a sick time policy to protect client and worker health.

This would apply to all employees after three months of consistent service.

#### Recommendation

##### Sick Time Benefits would include

- the employee would be paid 2% based on the number of days worked to a maximum of five (5) days a year
- employees could bank sick time hours from year to year

## **5. Bereavement Leave Benefits**

The Compensation, Benefits and Working Conditions Committee recommends that bereavement leave benefits will apply to all employees after three months of consistent service

### **Recommendation Bereavement Leave Benefits will include**

- One (1) day bereavement leave upon the death of a client for the primary care worker who has provided service to the client for at least a three (3) month period
- Three(3) days bereavement leave for death in the employee's immediate family, which includes:
  - your spouse or common-law partner
  - your father or mother, or their spouse or common-law partner
  - your children, or the children of your spouse or common-law partner
  - your grandchildren
  - your brothers and sisters
  - your grandparents
  - the father or mother of your spouse or common-law partner, as well as their spouses or common-law partners
  - any of your relatives who live with you permanently or with whom you permanently reside

“Common-law partner” means someone who has been living with an individual in a conjugal relationship for at least one year.

## **Appendix B**

### **Home Support Workers Compensation Package Focus Group June 24<sup>th</sup>, 2010 Fredericton**

A focus group was held June 24<sup>th</sup>, 2010 at Brunswick Home Care in Fredericton. The focus group was co chaired by NBHSA representative Debbie Belyea and SD Program Consultant Jamie Howie. There were 9 Home Support Workers at the meeting from Perth Andover, Fredericton, Chipman, Jemseg, Richibucto, Moncton and Tracadie-Sheila. The purpose of the meeting was to review the attached benefits package with the Home Support Workers and document their feedback. The meeting started at 11:00 am and concluded at 2:00 pm.

#### **Results:**

##### **1. Travel Time Recommendation**

9 participants out of 9 indicated Strongly Agree.

Comments included:

- My time is very valuable and I don't like to accept shifts that aren't in my own living vicinity, as it takes too long to drive to them, especially during rush hour traffic
- Great idea
- We need this
- Travel time, good idea
- I suggest home support workers get compensated for car insurance for transporting clients and any damage done to our vehicles by clients
- Compensation for insurance needed on my own vehicle, to transport clients. We pay our own insurance to transport clients for their needs
- Should also be paying insurance to transport clients
- I think that the recommendation is very important, home support workers need to be paid for travel time because we spend a lot of time travelling

##### **2. Mileage Recommendation**

9 participants out of 9 indicated Strongly Agree.

Comments included:

- Does government confirm agency is paying this to HSW
- Gas is expensive and so is the upkeep of a vehicle. We need our cars to get to our clients
- The cost of maintaining my vehicle has sky rocketed from year to year. So I think that the mileage rate should increase
- Great idea especially with fuel prices rising

- I am supportive of this recommendation because we drive a lot of distance and it is increasing

### **3. Shift Differential Recommendation**

9 participants out of 9 indicated Strongly Agree.

Comments included:

- Good incentive but \$2.00 more would be better. More people would probably decrease shortage of workers
- HSW would be more willing to work night shifts and weekends
- It's hard to get people to work on weekends; with this maybe it won't be so bad
- Maybe those who do not want to work weekends will. I personally work every weekend and cover a lot of others shifts.
- I know of caregivers who refuse to work weekends, but they would if they were offered more per weekend
- Would love to see this in place. Your worker is more inclined to become ill, flu, colds, etc. With night shift due to change in sleeping habits.
- This is a great incentive to help entice staff to work these days
- This would permit the home makers to work more weekends. And would benefits the clients with weekend services

### **4. Sick Time Benefits Recommendation**

9 participants out of 9 indicated Strongly Agree.

Comments included:

- Would there be a limit on accumulation? Will you need a medical note every time?
- Paid sick time is very important for HSW as we still have to pay our bills when we are sick and banking sick time would be a good idea
- Some people don't get sick! Myself not often, but when I do, I am sick.
- People do take sick and if they need to work because of course they need the money they will go to work sick giving the illness to their clients, which in my view is wrong, some clients are very vulnerable
- These benefits are also a great incentive to recruit home support workers and make our profession "more professional".
- So badly needed. Banked hours are great
- Very important HSW's don't take an illness into clients home

### **5. Bereavement Leave Benefits Recommendation**

8 participants out of 9 indicated Strongly Agree.

1 participant out of 9 indicated Agree.

Comments included:

- Clients become a big part of our lives as a caregiver. HSW's need to grieve for their clients as well
- Excellent. Gives homecare provider closure, time to grieve. Also the 3 day is excellent
- I believe that bereavement leave should be a full business week, 5 days, for immediate family, spouse, children, parents, in law, etc.
- We all need time to grieve and we become very attached to our clients. They are our extended family
- Bereavement pay for spouse or children should be at least 5 days
- Do you really think that you could go back to work after losing your parents, husband or child??
- Would need more days depending on the time between the death and the funeral. Often we must take more time.

**Summary**

Generally speaking the focus group strongly supported and appreciated the 5 recommendations. In total "Strongly Agree" was indicated 44 times while "Agree" was indicated 1 time in responding to the Benefits Package for Home Support Workers questionnaire.