

# WORKFORCE ISSUES RELATING TO HOME CARE WORKERS

Daren Farnel RN MSc CPMHN(C)  
Area Director-Western Team Lead  
Bayshore HomeCare Solutions

June 15, 2022  
AAG Webinar

# COVID IS NOT THE ONLY ISSUE – BUT IT SURE DIDN'T HELP...

- AHS REDUCED HOME CARE AUTHORIZATIONS BY 45-48% STARTING ON MARCH 13, 2020
  - ESSENTIAL CARE ESTABLISHED TO FREE CAPACITY
    - THEORETICALLY A SOUND MOVE – PRACTICALLY, A HOME CARE DISASTER
  - MASS EXODUS FROM HOME CARE OF HCA'S TO OTHER SECTORS WITHIN CONTINUING CARE
- NO NEW HCA COHORT FROM COLLEGES (HC IS AN ENTRY LEVEL EMPLOYER)
- NO MATCHING \$2/HR COVID STIPEND FOR HC WORKERS (DIDN'T RECEIVE UNTIL SEPT. 2021)
- SINGLE SITE RESTRICTIONS COMPOUNDED THE ISSUES (EVEN THOUGH REGULAR HC WAS NEVER INCLUDED IN ORDERS)
- FAMILIES FORCED TO TAKE UP THE SLACK IN THE HC SYSTEM (SOME ABLE DUE TO NOW BEING AT HOME BUT MANY NOT ABLE)

# POST-COVID WORLD IN AB HOME CARE

- HC AUTHORIZATIONS AND WORKFLOW STILL REMAIN BELOW PRE-COVID LEVELS IN MANY AREAS (SEVERAL FACTORS – REPOSITIONING, FEAR, INFORMAL CAREGIVERS)
- 20% OF DEPARTED HC STAFF STAYED IN NEW JOBS OR LEFT THE PROFESSION (BHCS PROVINCIAL DATA)
- NO APPRECIABLE UPLIFTS HAVE BEEN GRANTED TO REBALANCE THE SL/LTC VS HC GAP (\$4-5/HR)
- HC WORKLIFE HAS NOT IMPROVED (SPLIT SHIFTS, GAPS, UNPREDICTABLE SCHEDULES)

# A BRIGHTER TOMORROW?

- HC RFEI WAS DROPPED ON JUNE 3, 2022
- ALL 5 ZONES AND 12 CARE AREAS (POTENTIAL FOR 8M ADDED HOURS/YEAR)
- HC WILL BE INDISTINGUISHABLE IN A YEAR'S TIME
  
- BUT!
  - WILL NOT BE IN ANY WAY POSSIBLE UNLESS KEEN ATTENTION IS PAID TO THE WORKFORCE ESPECIALLY HCA'S
    - COMPARABLE WAGES
    - SHIFT DYNAMICS
    - TRAVEL CONSIDERATIONS
    - URBAN VS RURAL CONSIDERATIONS