

Pandemic Emergency Management – Challenge & Tried Solution

Challenge identified:

Managing existing staff arrangements

Solution:

1. Redeploy SSAH and Passport workers
 - o Extended-a-Family (EAF) provides SSAH and Passport workers (125-150 staff that are onboarded – criminal record check etc.).
 - o Use these workers as need in congregate care settings
2. Tap into private community college and use their PSW students for placement immediately (20+ students)

Steps to Implement:

1. Develop legal agreement: similar to 3rd party employment agency agreement.
 - o Standardized hourly rate (outbreak and non-outbreak sites, incentives for outbreak pay) for SSAH and Passport workers
2. Quick outline of job duties and match staff with appropriate houses
 - o i.e. students: 4-5 hours in non-outbreak site to relief DSW (tidying up, etc.)

Results

- How effective was this?
 - o Too early in implementation process to determine
- Was this efficient? Was it quick to implement?
 - o Yes, once the Program Supervisor agreed it's been a week turn around time
- Would you recommend this to other agencies?
 - o Yes

Additional Considerations:

- Administration is set up on the other side,
 - o Extend-a-family pays employees and then bills the Agency
- Ensure insurance is up to date on both sides of the agreement
- Approach public and private colleges, MOU for college placements
- Covid Relief Funding can be used to help cover costs

Lessons learned:

Look into insurances WSIB for 3rd party agency

Further contact Person:

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