

Pandemic Emergency Management – What Ifs

Challenge identified:

Staffing Shortages.

'What If' Solutions (Solutions that have been suggested but not tested yet):

- Pay family members (siblings, parents, involved relatives) a staff rate to live with person(s) supported.
- 'Swimming' agencies buddy up with 'Splashing' agencies to create shared staffing pools and contingency plans.
- Create a 'Refer a new employee' bonus payment to staff and/or friends and families of people supported. This could be extended to community members who refer new recruits.
- Develop a 'Signing Bonus' for new employees.
- Create a DS sector and/or agency specific recruitment advertisement & submit to Canada Post to deliver with mail on daily rounds. Create a template advertisement that could be shared with all agencies. Larger 'Swimming' agencies with a marketing person could offer to customize the ads.
- Contact local internet news or public access TV (e.g. your local community cable channel) to create a profile 'documentary' of your agency to help with recruitment. NOTE: Community college broadcasting/media programs also often have requirements that their students create PSAs (Public Service Announcements) as part of their project work.
- Create an agency specific advertisement re: staff recruitment and pay people supported to deliver door to door. Call local news to cover.
- Reach-out to local Newcomer Centers, Newcomer staffing agencies and international students (especially those interested in medical or social work).

Using the Covid Residential Relief Fund (CRRF).

We wanted to draw your attention to the opportunity available to you through the **Covid Residential Relief Fund (CRRF)**. To support agencies, and partnerships between agencies, the **COVID-19 Residential Relief Fund (CRRF)** is available for costs associated with planning for and mitigating staffing shortages including:

- Temporary staffing to address anticipated staffing shortfalls including costs for recruitment and onboarding costs (i.e., agencies partnering and sharing one staffing pool, reaching out to newcomer centers and groups)
- Additional staff to support current protocols related to outbreak management/reporting, hosting vaccination clinics, and IPAC measures
- Resources to assist local planning tables in the development and coordination of community mobilization plans/collaboratives

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Please note that Agencies must advise their regional office in writing of their proposal with an estimated cost. Up-front approval is required for non-outbreak related costs prior to incurring expenses and must be reviewed every 30 days

Updating Challenges & Solutions – Testing a ‘What If’

If you are aware of additional practices that can aid others who may be struggling, please reach out to Michelle Brooks, Chair of the Provincial Network via email mbrooks@phdurham.com so that she can help you to share these resources with others who may benefit.