

Dear [Owner/Operator],
Re: Single Site Update

This letter is an update following the expiry of the COVID-19 Related Measures Act (CRMA), and the rescinding of the Facility Staff Assignment Order (the Order) on December 31, 2022. Effective January 1, 2023, staff movement between these facilities is no longer restricted.

On December 16th, 2022, it was announced that the province will continue to temporarily fund wage levelling after the Health Care Labour Adjustment (COVID-19) Order ended on December 31, 2022.

Temporary wage levelling continues to apply to all long-term care (LTC) and assisted living (AL) facilities in British Columbia (B.C.), regardless of ownership types. Facility funding is available for eligible staff – but not mandatory – for fully private operators. Operators are required to match HEABC rates, according to their contract agreements, and to maintain existing staffing levels at their sites.

As of January 1, 2023, wage levelling applies to:

- All directly employed **and** all subcontracted positions that were previously eligible for wage levelling as part of the COVID-19 Order (*expired December 31, 2023*), as well as newly opened facilities, and/or those contacted by the regional health authority as newly eligible for wage levelling; and
- Directly employed **but not** subcontracted allied health staff, working in privately-owned facilities with publicly funded beds contracted by one of the regional health authorities, provided the staff role has an HEABC equivalent position, and the staff is paid at a rate lower than the HEABC rate.

For **all** staff positions, both unionized and non-unionized, where the HEABC rates have been adjusted resulting from a collective bargaining process, wage-levelling will be adjusted to the new rate and paid retrospectively (back-pay) to April 1, 2022. The new rates (and back-pay) will apply to all facilities with staff that are eligible for wage levelling (see bullets above).

Thank you for your continued support and shared commitment to supporting and ensuring staff are enabled to deliver high quality care.

Sincerely,



Mark Armitage
Assistant Deputy Minister