

July 31, 2020

Dear IPAC Canada Members,

I am writing to share an action plan related to the ongoing concerns regarding pandemic pay for Infection Prevention and Control Professionals (ICPs) across Canada. We have heard from many of you the concern that provincial, territorial, and federal officials do not know enough about our profession. Today I am pleased to share IPAC Canada's plan to educate on the value of team-based care, and the contributions ICPs have made to flatten the curve and keep people safe in all healthcare settings. As a national organization, our advocacy efforts have been focused at the federal level, but we view this very serious situation as an opportunity to engage more closely with provincial and territorial governments.

I would like to provide background on where pandemic pay top-ups began. In early May, the federal government committed \$3 Billion to provinces and territories to increase wages for essential workers, with the provinces committing another \$1 Billion. At that time, the Prime Minister said "if you're risking your health to keep this country moving and you're making minimum wage, you deserve a raise."

Following pressure from provincial governments, the wage limitations were lifted by the federal government. As a result of the negotiations, the provinces were permitted to make decisions about which workers would receive pandemic pay, and what their total additional amounts would be.

We know that, in several provinces, a large number of non-nurse ICPs have been left out of receiving pandemic pay, despite a higher than usual workload and playing an essential role in the safe delivery of care. We take this omission very seriously and will be proceeding with the following steps to educate provincial/territorial officials, generate public awareness, and put pressure on the government to rectify the situation.

1. We will directly engage with the office of the Minister of Health in Ontario to raise this concern.  
**August 4<sup>th</sup>, 2020**
2. We will bring this issue to the attention of the Minister of Health for Canada, the Hon. Patty Hajdu and to the Deputy Prime Minister and Minister of Inter-governmental Affairs, the Hon. Chrystia Freeland.  
**August 6<sup>th</sup>, 2020**
3. We will be developing an educational backgrounder that will highlight the diverse roles played by ICPs in all settings.  
**August 11<sup>th</sup>, 2020**

4. We will write directly to all provincial/territorial Ministers of Health, Deputy Ministers of Health, and Health Critics from major parties to educate them on the unique role played by ICPs in healthcare teams.

**August 15<sup>th</sup>, 2020**

5. We will engage the media through targeted Opinion Editorials (Op-ed) and outreach to reporters to highlight IPAC Canada's concerns about many ICPs being left out of pandemic pay.

**August 10<sup>th</sup>-15<sup>th</sup>, 2020**

6. We will consider the development of a grassroots engagement plan that will allow ICPs to directly contact their local political representatives and educate them about the roles played by ICPs in response to the COVID-19 pandemic, and all other HAIs.

**To be considered in early September, 2020**

We believe this action plan is comprehensive and will yield the desired result of making sure no representative of a government in Canada can claim to be ignorant of the critical support our profession provides.

Sincerely,



Barbara Catt RN BScN MEd CIC  
President, IPAC Canada