

Community Health Organizations

# Eckler Report: Communications & Advocacy

November 14, 2023



# OBJECTIVES

Addressing the wage gap in the community health sector



1

**Raise awareness** with the Ontario government on the pay equity gap.



2

**Mobilize the government** to invest in the community health sector.



# COMMUNICATIONS ROLLOUT

Timeline of important milestones





# KEY MESSAGES

- Ontario's community health sector is facing a **health human resources crisis** caused by the **growing wage gap** between community health care workers and health care workers in other areas and sectors.
- **A strong health care system relies on a strong community health sector** which requires a strong community health care workforce.
- Many of these workers are **currently paid less** compared to their counterparts working in schools or hospitals, and often make far less than the recommended rates even set in 2017, due to limited increases in government funding.
- As a result, **the community health sector is losing its workers to other sectors** and the ability to recruit and retain health workers is becoming increasingly difficult.
- **94% of community health organizations identified compensation as the single biggest challenge** for recruitment and retention.



# KEY MESSAGES

- **Immediate government intervention is needed** to close the wage gap, address critical staffing shortages, and ensure the continued stability of our health care system.
- The government has expressed its commitment to addressing the HHR crisis and enhancing access to services for Ontarians. However, with these wage disparities, **the system will struggle to meet people's needs**, potentially leading to more costly and less effective care in other settings.
- **Without action, we risk severe consequences** including diminished access to essential services in the community, increased strain on hospitals and emergency departments, increased health care costs, and compromised health outcomes for countless individuals and their families.

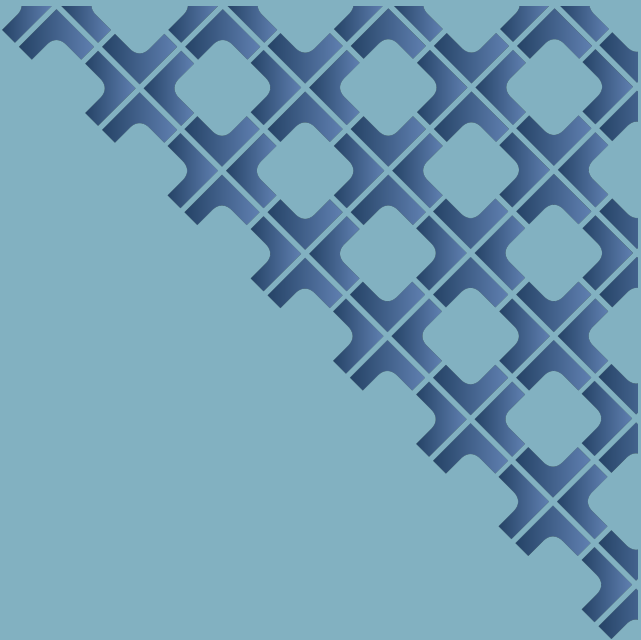


# NEXT STEPS

## Your roadmap for advocacy

- There is lots happening in the background...we will keep you updated on progress
- You will receive
  - Copy of the report
  - Excel spreadsheet with detailed pay data
  - Summary sheet including main findings, key messages, top facts and Q&A
- As our advocacy evolves, your organizations will equip you with more tools
- Leverage the report as a resource for your own HHR planning efforts
- Your involvement is essential in driving the change we envision for the sector





# QUESTIONS

