

Q and A: AFHTO's Advocacy Plan for the Ontario Community Health Compensation Market Salary Review Report

1. What does the salary survey say about team-based primary care?

- Health professionals working in team-based primary care continue to be underpaid relative to their counterparts in other sectors. Ontario's primary care 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.

2. What is AFHTO doing with the salary survey?

- AFHTO is using the Ontario Community Health Compensation Market Salary Review to advocate to the Ministry of Health and Ontario Health, and to inform the public about the current wage disparity. AFHTO will be sharing the report with key partners in government to argue that a strong health care system relies on a strong primary care sector which requires a strong primary care workforce.

3. How does the salary survey help AFHTO members?

- This survey shows that many professionals and workers in team-based primary care 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. AFHTO members can use this information for local advocacy with MPPs and regional representatives at Ontario Health. AFHTO members can also use these data to inform contract management activities.

4. What is AFHTO's plan to lobby government?

- AFHTO will be discussing the fact that the primary care sector is losing its ability to offer competitive and fair wages, and this the ability to recruit and retain health workers is becoming increasingly difficult. AFHTO will lobby government by participating in briefings to key ministry officials, and though sharing the report and key messages with political staffers in the Premier's Office, and Minister of Health's Office. The goal of this advocacy will be to obtain HHR related funding increases for our members.

5. How and when will AFHTO use this survey to start advocating for FHT salaries?
 - The government has expressed its commitment to addressing the HHR crisis and enhancing access to services for Ontarians. AFHTO will convey that the primary health sector is in crisis, and immediate government intervention is needed to close the wage gap, address critical staffing shortages, and ensure the continued stability of our health care system.
6. How can AFHTO support my primary care team in using this report to lobby our local MPPs?
 - AFHTO can provide a plain language summary of the report, key messages, a Q and A doc, and other knowledge translation/advocacy supports as needed.
7. How do you suggest primary care teams use this report?
 - Primary care teams should use the member one pager and key messages to advocate directly with their MPPs. Primary care teams can also use this in discussion with regional Ontario Health representatives.
8. How successful do you think you will be?
 - AFHTO believes this report will be highly effective in demonstrating the current HHR crisis to government. 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.
9. How could this influence the budget cycle?
 - AFHTO will use this report to aim to influence the budget cycle and overall funding from the Ministry of Health directly. AFHTO will also use this report to engage with Ontario Health as they contemplate potential future FHT contract modernization. The government needs to recognize the wage gap disproportionately impacting the primary

care sector and take action to address it urgently, before things get worse. The government needs to increase the funding and support for the primary care sector and ensure fair and equitable compensation for those working in primary care. This would help the sector to retain its staff, improve its services, and contribute to the health and well-being of Ontarians.

10. Can I provide feedback on the compensation review?

- Yes. On November 14th, AFHTO sent a survey to all members to solicit feedback on the report. Members can respond to this survey, or email us at info@afhto.ca with any additional questions and feedback.

11. How will AFHTO ensure advocacy efforts at a local level are using a common voice?

- AFHTO has shared common advocacy tools with key messages to all of our members. Using these tools will help ensure a common voice.

12. Who do I approach with questions regarding specific roles within the report and their relation to specific (and different) roles on my team?

- Any questions can be directed to AFHTO at info@afhto.ca Ontario Health regional contacts, and other members in your geography are also powerful resources when it comes to specific HR management questions/circumstances.

13. What does AFHTO's Advocacy/GR plan involve?

- The core features of AFHTO's GR plan, which was developed in addition to the collective GR plan discussed at the webinar, can be found below. This GR plan will be adapted and updated based on member feedback and questions conveyed through the [member survey](#). AFHTO is asking that members complete this survey by end of day November 30th, to ensure member voices are heard.

AFHTO's GR Goals



Government: The primary objective of AFHTO's GR plan is to raise awareness with the government on the wage gap between the primary care sector and other health care organizations such as hospitals or schools.

Ultimately, the aim is to motivate the government to take action to reduce the wage gap and improve staff recruitment and retention for our members.



Members: Share information with and engage with AFHTO members. The aim is to highlight how members can effectively deploy the report for human resources purposes and to understand its broader role as an advocacy tool.



Public: Raise awareness with the public on the pay equity gap experienced by the primary care sector.

AFHTO GR Strategy at a Glance - Ontario Community Health Compensation Market Salary Review



Targeted Outreach

Letter to Minister of Health with CC to Premier's Office
Sharing/briefing with MOH PHC and OH
Sharing/briefing with PCC Partners



Policy Development

Informing PCC pre-budget submission
Inform Recommendations for MOH on Member Funding
Inform Recommendations for OH contract modernization



Public Awareness

AFHTO CEO Quotes for News Release
Social media tools/infographics
Participate in interviews (as requested)



Supporting Member Advocacy

Key Messages and Plain Language Summary for MPP Visits
Additional Webinars for Members (as needed)
Q and A doc for Specific Member Questions
Member Survey to see what additional supports are needed