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**To:** [Office of the Legislative Counsel](#)  
**Cc:** [REDACTED]  
**Subject:** Our Submission on Bill 92  
**Date:** April 13, 2021 10:16:56 AM

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April 13, 2021

Hon. Randy Delorey and Members  
Law Amendments Committee  
802-1809 Barrington Street  
Halifax, N.S. B3J 3K8  
Email Address: [legc.office@novascotia.ca](mailto:legc.office@novascotia.ca)

Dear Mr. Delorey and Members of the Law Amendments Committee,

We know how important the role and work of CCAs is to the vital work of Long-Term Care residents and families. We both had three parents in three facilities. Ian also knew about the importance of CCAs having worked with CCAs and Home Support Workers across the province when he worked with their Occupational Council at NSGEU for many years.

We are writing to express overall support for the idea of having a central registry of Continuing Care Assistants (CCAs), but we wonder if the government is genuinely interested in establishing such a registry, and not simply, ignoring the many other factors related to conditions of work that will determine how successful they will be.

We understand that this recommendation was one component in Recommendation 5 "Improve System Performance and Optimization" of the Minister's Expert Advisory Panel on Long Term Care. But we wonder how the serious structural problems of rates of pay and conditions of work will be addressed. We see no attention to these fundamental problems which affect how CCAs can work when needed, especially during the current pandemic. How will this registry work when such fundamental problems are being ignored?

Still worse, no one from the government has yet reported how much effort was made to hear from CCAs before they decided to proceed with this Bill. Was this Bill even advocated by them?

We know how difficult the working conditions have been for CCAs. We want to see immediate attention given to working with the Unions and the CCAs to increase the rates of pay and the conditions of work before this registry should be allowed to go ahead. This new focus will help address the real problems facing the recruitment, training, and retention of CCAs.

As members of Nova Scotians for Long-Term Reform, we want to see a comprehensive multi-year, fully funded Long-Term Care staffing strategy, as proposed in our Position Statement. This must include better pay, improved working conditions, full-time work, paid sick days, resources for staff transitions, and enhanced educational and in-service training opportunities.

We strongly urge the government to put this Bill on hold, until the fundamental working conditions have been addressed first and foremost as soon as possible.

Yours sincerely,

Ian Johnson and Olga Milosevich