



Notes for a Submission

By

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President

Nova Scotia Government & General Employees Union

To the Law Amendments Committee:

*Bill 92 Continuing Care Assistants Registry Act*

Good morning,

Madame/Mr. Chairperson and Committee members – I am here today to speak to Bill 92 *Continuing Care Assistants Registry Act*.

My name is Jason MacLean and I am President of NSGEU.

The NSGEU is the largest union in the province representing over 31,000 hardworking women and men across the public sector in the provincial government, corrections, public schools, community colleges, universities, municipalities, community organizations and health care.

If passed, Continuing Care Assistants Registry Act will require all Continuing Care Assistants (CCAs) in Nova Scotia to register with the Department of Health and Wellness every year.

CCAs will have to submit an application to the registry providing their name, current employment status, their employer information and their personal address and contact information on an annual basis.

The government feels this legislation will assist in recruiting and retention of CCAs. Creating a mandatory registry was one component of Recommendation Five on how to improve system performance and optimization by the [2018 Expert Panel on Long Term Care](#). The panel cited the need for a mandatory registry to address the lack of data to identify where needs existed in the system. A similar recommendation came out of the Health Association Nova Scotia 2014 report [Rising to the Challenge:](#)

[Responding to Increasing Demands in Home Care](#), where it was recommended that the Department of Health and Wellness improve data on the supply of CCAs by creating a mandatory registry.

Of all the possible steps that could have been taken to address the growing need for CCAs in Nova Scotia, Bill 92 is the smallest one, and it is woefully inadequate.

There are major issues that need to be addressed to solve the issues around recruitment and retention, namely wages and working conditions. A registry will not fix those issues.

Due to almost constant staffing shortages, CCAs are working massive overtime hours and have little access to vacation or time off when needed. If employers are having a tough time attracting and retaining CCAs, creating a registry will not fix the problem.

The Minister claimed in a Global interview (<https://globalnews.ca/news/7743151/nova-scotia-proposes-mandatory-registry-continuing-care-assistants/>) that wages are based upon contracts between the unions and employers. But those contracts are funded by government: they are the ones who have the ability to increase wages and benefits, and to attract people not only come to their sector, but to stay in it.

I expect you will hear from many people at this committee that long term care facilities and Home Care agencies throughout this province are underfunded by government. This chronic underfunding leaves them without

the capacity to provide adequate wages and a stable, standard work schedule.

The registry proposed in Bill 92 does nothing to help employers or the CCAs on the front line with these issues.

I am not here today to say the NSGEU is against this Bill. But I have a number of questions about the scope and intent of this registry. For example, can we have assurances that this will not be used as a punitive tool? Will this registry function as a mechanism to ensure all current CCAs have a chance to be brought up to a standard of training? Will it increase the economic wellbeing of these frontline professionals across the province? How long does government plan to collect data on this sector before finally acting on it?

Nova Scotia is currently sitting on plenty of recommendations from a number of studies into continuing care over the past decade. I would urge the Minister, the Department, and the members of this committee to investigate these existing recommendations, rather than waste any more time studying the problem.

The solution is simple, although clearly unpalatable to this government: they need to offer better wages and benefits to attract and retain workers to this sector.

Let's use this first, albeit small, step to move forward toward meaningful solutions for the good of all Nova Scotians who require the assistance a CCA provides and all of these hard-working professionals.

I thank you all for this opportunity to speak to Bill 92 and if you have a digital copy of my statement you will find some links below for further reading. Let's work towards meaningful solutions for the continuing care sector.

Studies:

<https://docplayer.net/20325491-Rising-to-the-challenge-responding-to-increasing-demands-in-home-care.html>

<https://novascotia.ca/dhw/publications/Minister-Expert-Advisory-Panel-on-Long-Term-Care.pdf>

<https://nsgeu.ca/wp-content/uploads/2021/04/home-support-working-group-final-may-10-2019.pdf>

**From:** [EmmaChristine Langille](#)  
**To:** [Office of the Legislative Counsel](#)  
**Subject:** Regrading Bill 92  
**Date:** April 10, 2021 10:41:50 AM

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**\*\* EXTERNAL EMAIL / COURRIEL EXTERNE \*\***

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To whom it may concern;

As apart of nsgeu union in local 85. Bill 92 is a terrible idea. It is just another money grab by the government. If the government wants to recruit more CCA's the government should provide more funding for more bodies, not make the one's already on the frontline stressed, overwhelmed, understaffed, underpaid and overworked fork out money for a USELESS REGISTRY. Do better Nova Scotia Government.

Respectfully,  
A concerned union member.

**From:** [johnsonianfeb@gmail.com](mailto:johnsonianfeb@gmail.com)  
**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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[REDACTED]

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