

HEALTH CARE AIDE GRANT INFORMATION AND FREQUENTLY ASKED QUESTIONS

Dr. Stevenson was engaged to complete a review of the outbreak that occurred in 2020 at a Personal Care Home in Winnipeg. Dr. Stevenson released her recommendations (known as the Stevenson Review) in January 2021 with one of the recommendations requiring a review of staffing in Manitoba's Personal Care Homes. This review has been completed and recruitment and retention initiatives are currently being developed. One of the strategies related to recruitment and retention included assistance in the form of a grant to be made available to health care aides that work in Personal Care Homes (PCHs).

Information about the Grant is set out below followed by Frequently Asked Questions. For more detailed information about the and to access the application form, see:
<https://healthcareersmanitoba.ca/professions/clinical-support/grants/>

PERSONAL CARE HOME GRANT - \$4,000

Certified (Trained) Health Care Aides

- Health care aides must be newly hired within six months of applying and must not have been employed as a health care aide by any PCH within the previous six months prior to the grant application. Indefinite terms do not count as previous employment within the same PCH if a permanent position is secured within six months of starting at the PCH.
- In order to be eligible for the grant, they must obtain employment as a health care aide in a permanent position at 0.4 EFT or higher.
- A return-of- service agreement of one year is required.

Uncertified Health Care Aides Who Upskill to Certified (Trained) Health Care Aides

- Uncertified health care aides must have enrolled in an approved Training Program and obtained a permanent "Health Care Aide Trainee" position at a minimum of 0.4 EFT or higher within one year of hire:
 - \$2,000 upon confirmation of enrollment into approved Bridging Program.
 - \$2,000 upon confirmation of successful completion of Bridging Program.
- A return-of- service agreement of one year is required.

FREQUENTLY ASKED QUESTIONS

1. Who does the HCA PCH Grant apply to?

You are eligible for the grant if you are certified (trained) health care aide OR you are an uncertified health care aide that enrolls in an approved training program to upskill to become a certified (trained) health care aide.

2. What is the eligibility criteria?

Health care aides must be newly hired within six months of applying, and must not have been employed as a health care aide by any PCH within the previous six months. Indefinite terms do not count as previous employment within the same PCH if a permanent or term position is secured within 6 months of starting at the facility.

Confirmed employment as a health care aide by an approved employer in a permanent position at 0.4 EFT or higher.

Uncertified health care aides must have enrolled in an approved Training Program and obtained a permanent “Health Care Aide Trainee” position at a minimum of 0.4 EFT or higher within one year of hire.

3. Am I eligible for the grants if I am in an indefinite term position?

No, it must be a permanent position at 0.4 EFT or higher.

4. I hold a part time position of under 0.4 EFT and a casual position. Am I eligible for the grants?

No, casual positions are not eligible for the grant. It must be a permanent position at 0.4 EFT or higher.

5. I hold two part time positions each of which meets the eligibility criteria. Am I eligible to receive the PCH Grant for each position?

No, you are only eligible to receive one grant.

6. Am I eligible for the grant if I work for an agency?

No, it does not apply to employment with agencies. It only applies to employment with licensed PCHs in Manitoba.

7. Is there a return of service requirement?

Yes, you are required to complete a return of service agreement for a continuous period of one year.

8. Can the return of service agreement be extended if I require a leave of absence?

The return of service agreement is for a continuous period of one year. The time to complete the return of service may be extended for temporary absences for pregnancy or health related matters. Each request will be examined on its own merits for a final decision.

9. What happens if I do not complete the return of service requirement?

If you do not complete the return of service requirement, you will be required to repay a pro-rated amount of the grant.

10. What happens if I want to change jobs before I have completed the return of service requirement?

If you change employers before completion of the one-year return of service but maintain eligibility for the grant as per paragraph 2, you must submit a revised return of service agreement signed by the new employer. You will be required to fulfill the remainder of your return of service agreement with the new employer.

If you change employers before completion of the one-year return of service but do not maintain eligibility for the grant, you will be required to repay a pro-rated amount of the grant. For example, you obtain a 0.6 EFT position at PCH A and six months later, transfer to a 0.3 EFT position. As a 0.3 EFT position does not meet the eligibility criteria, you would need to repay a pro-rated portion representing the six months remaining on the return of service.

11. If I receive the grant as an uncertified health care aide, am I eligible for the PCH Grant upon obtaining a position as a certified health care aide in a PCH?

No, you are only eligible to receive one grant.

12. I have been employed by a PCH as housekeeping aide for the past few years and have now obtained the training to become a health care aide. Am I eligible for the grant?

Yes, you are eligible because you were not previously employed as a health care aide by the PCH.

13. I have been employed by a PCH as a certified health care aide in an indefinite term position. Am I eligible for the grant?

Yes, you are eligible for the grant. Indefinite terms do not count as previous employment within the same PCH if a permanent position of 0.4 EFT or higher is secured within six months of starting at the PCH.