

APPENDIX A: WAGE ENHANCEMENT/HCCEG CHANGES FOR 2016

<u>2015</u>	<u>2016</u>
Application Timelines	
Wage enhancement/HCCEG applications were posted on CMSMs/DSSABs websites for a period of 45 – 60 days with a deadline for submissions by June 30, 2015.	Wage enhancement/HCCEG applications must be posted on CMSMs/DSSABs websites for a period of 45 days with a deadline for submissions by March 31, 2016.
Administration	
Allocation: CMSMs/DSSABs received a grant letter for administration which was 10% of their initial wage enhancement allocation. If funds were not spent in 2015 they could be carried forward.	CMSMs and DSSABs will be funded the equivalent of the 2015 wage enhancement administration amount through 2016 service agreements, and must provide a minimum of 10% of administration funding to operators. Funding not used for the intended purpose in 2016 will be recovered by the ministry.
Reporting: Amount of 2015 grant expenditures.	Number of operators provided administration funding and total administration funding provided to operators.
Wage Enhancement	
Amount: Wage enhancement provided an increase of up to \$1/hour plus up to 17.5% benefits for eligible centre based staff and home child care visitors.	Wage enhancement will provide an increase of up to \$2/hour plus 17.5% benefits for eligible centre based staff and home child care visitors.
Distribution of Funds: 2015 wage enhancement was provided to RECEs, home child care visitors and other child care program staff that were employed in a licensed child care position that existed in a licensed child care centre or home child care agency between January 1, 2014 and October 31, 2014.	Flexibility to distribute wage enhancement to current eligible staff/positions in licensed child care centres that opened before January 1, 2016. (Please note the funding entitlement will be based on 12 months of data from 2015).
Supplemental Grant: N/A	Supplemental grant of \$150 per eligible centre based and home visitor FTE provided to operators to cover shortfalls in wage enhancement salaries (for example additional days worked, sick days and PD days) and benefits.
Benefits Flexibility: Flexibility to move benefits funding within the 17.5%. Residual benefits funding will be recovered by the ministry	Operators may use any residual benefits funding for salaries. The flexibility is only one way; therefore, salary funding cannot be used for benefits.
Reporting: N/A	Number of ineligible positions will be collected by the ministry in estimates submissions.
Number of licenced child care programs receiving wage enhancement funding	Number of licensed child care centres or sites receiving wage enhancement.

	Number of operators for child care centres receiving wage enhancement.
Home Child Care Enhancement Grant	
HCCEG Amount: HCCEG provided an increase of up to \$10/ days for eligible home child care providers.	HCCEG will provide an increase of up to \$20/ days for eligible home child care providers.
HCCEG Eligibility: Home child care providers were eligible to receive a full HCCEG of \$10 a day if they served the equivalent of 2 or more children a day. If they served the equivalent of less than 2 children a day, the eligible home child care provider would receive \$5 a day.	Home child care providers are eligible to receive a HCCEG if they serve one child or more based on the average hours worked over a year, as follows: <ul style="list-style-type: none"> • Part time (less than 6 hours a day on average) = \$10/day • Full time (6 hours or more a day on average) = \$20/day
Distribution of Funds: In order to receive 2015 HCCEG, home child care providers must have held a contract with a licensed home child care agency between January 1, 2014 and October 31, 2014.	Flexibility to distribute HCCEG to current eligible home child care providers who hold a contract with the licensed agency that opened before January 1, 2016. (Please note funding entitlement will be based on 12 months of data from 2015.)
Supplemental Grant: N/A	Supplemental Grant to operators of \$50 per eligible home child care provider to cover shortfalls or additional days, such as PD days.
Reference to Agency Placed Children: HCCEG eligibility is based on children enrolled in a home child care providers program who have been assigned to them by a licensed home child care agency.	Agencies will attest that each eligible provider has not included one's own child in the application process for HCCEG.
Reporting: N/A	Number of ineligible home child care providers will be collected by the ministry in estimates submissions.
N/A	Number of home child care agencies receiving HCCEG