

SELF-ISOLATION PAY

Frequently Asked Questions (FAQs)

Updated July 22, 2021

Question	Response
<i>What is self-isolation Pay?</i>	<p>Self-isolation pay will apply to qualifying asymptomatic employees who are required by HHS Employee Health Services or Public Health to isolate as a result of a workplace or community exposure.</p> <p>It will also apply to employees scheduled and off work for COVID- 19 related illness/symptoms not eligible for sick pay.</p>
<i>Who is eligible?</i>	<p>Temporary and regular full-time, part-time and casual employees who meet the eligibility criteria.</p>
<i>Are all hospitals doing this? Is this a provincial directive?</i>	<p>HHS, like some other hospitals, is taking this approach as part of our organization’s ongoing pandemic response. We will continue to adjust our response as needed to manage this virus. Provincial information about infectious disease emergency leave can be found here.</p>
<i>Will this apply for the duration of the pandemic?</i>	<p>Temporary self-isolation pay will be applied until March 31, 2021, and retroactively to August 10, 2020, when HHS returned to regular hospital sick pay procedures in accordance with respective policies and collective agreement provisions.</p> <p>Self-isolation pay has been extended to August 31, 2021.</p>
<i>Why is this in place until March 31, 2021 and not beyond?</i>	<p>We are continually monitoring and adjusting our response as the pandemic evolves and in accordance with provincial directions and guidelines. Temporary self-isolation pay is a time-limited measure and at this time it’s in place until March 31, 2021, subject to ongoing evaluation or related government orders that may arise.</p> <p>Self-isolation pay has been extended to August 31, 2021.</p>
<i>When will we begin to receive payment for self-isolation?</i>	<p>Payment for self-isolation periods directed by HHS Employee Health Services or Public Health (subject to the eligibility criteria) will start on February 11, 2021.</p> <p>Retroactive payments for self-isolation periods between August 10, 2020 to February 10, 2021 will be paid at a later date. Details will be shared with leaders and staff in the coming weeks.</p>

Will I now automatically get paid if I'm required to self-isolate? How will my leader and I know to ensure I am paid?

Staff are required to report COVID-19 related illness, isolation, or otherwise to HHS Employee Health Services as per the normal process. HHS Employee Health Services will provide direction on whether self-isolation is required and will advise the leader of the appropriate coding to use.

What is the eligibility criteria for full-time employees?

Self-isolation pay will be provided to full-time employees who:

- are asymptomatic, and required to self-isolate by HHS Employee Health Services or their Public Health Unit as a result of a community or workplace exposure, are not covered by sick benefits or WSIB, and are unable to work remotely.

Self-isolation pay will be applied for a maximum of 14 days for all scheduled shifts during the period of isolation, as directed by HHS Employee Health Services or Public Health, where remote work was not or is not available.

Payment will not be issued to employees required to self-isolate due to travel.

What is the eligibility criteria for part-time and casual employees?

Self-isolation pay will be provided to part-time and casual employees who:

- are asymptomatic, and required to self-isolate by HHS Employee Health Services or their Public Health Unit as a result of a community or workplace exposure, are not covered by WSIB, and are unable to work remotely.

Self-isolation pay will be applied for a maximum of 14 days for all scheduled shifts during the period of isolation, as directed by HHS Employee Health Services or Public Health, where remote work was not or is not available.

OR

- test positive for COVID-19 and are not eligible for sick benefits or covered by WSIB. Payments may be dependent on sufficient medical information as requested by HHS.

Payment will not be issued to employees required to self-isolate due to travel.

If I am symptomatic and eligible for sick pay, can I be coded for self-isolation pay instead?

Full-time employees who are symptomatic and eligible for sick pay will be coded as sick. This aligns with existing practice.

How will this payment be affected by regular payroll deductions?

Self-isolation pay will be subject to all statutory deductions, as well as HOOPP (if applicable) and union dues.

Are all self-isolation periods eligible for payment?

Payment for self-isolation could include but is not limited to:

- Exposure in an HHS workplace.
- Exposure in another healthcare facility, where the individual is not an employee of that healthcare facility.
- Exposure in the community.
- Employee(s) living with someone with a confirmed positive result of COVID-19 and, as a result, must stay home and self-isolate until that co-habitant has been cleared by Public Health, and the employee(s) cleared by Employee Health Services.
- Employee(s) living with someone with symptoms and a known exposure who has been tested and is waiting for COVID test result.

This would be limited to isolation periods directed by HHS Employee Health Services or Public Health.

I am a part-time or casual employee and received a COVID-19 negative test, but I am still sick and need to remain off work. Will I still be eligible for self-isolation pay?

No. Payment is limited to COVID-19 related illness/symptoms. If you are required to remain off work unrelated to COVID-19, any time off after the COVID-19 negative test confirmation will be coded as unpaid sick.

Is a travel-related self-isolation period included?

No. Self-isolation pay will only be provided to those who are directed to self-isolate by HHS Employee Health Services or their Public Health Unit as a result of a community or workplace exposure.

The employee may be eligible for an Emergency Infectious Disease Leave (IDEL). For more information, please review the FAQ on pay implications for COVID-19 related absences.

If I am exposed during travel is my self-isolation period paid?

No. Travel related exposures are not eligible for self-isolation pay. Self-isolation pay will only be provided to those who are directed to self-isolate by HHS Employee Health Services or their Public Health Unit as a result of a community or workplace exposure unrelated to travel.

The employee may be eligible for an Emergency Infectious Disease Leave (IDEL).

I have been directed to self-isolate as a result of a family or household member's travel. Am I eligible for self-isolation pay?

No. Travel related exposures are not eligible for self-isolation pay. Self-isolation pay will only be provided to those who are directed to self-isolate by HHS Employee Health Services or their Public Health Unit as a result of a community or workplace exposure unrelated to travel.

The employee may be eligible for an Emergency Infectious Disease Leave (IDEL).

	<p>Staff may explore switching shifts during this period of time or recommend the family member not quarantine in the household following travel if possible. The leader and staff could also explore the voluntary option of remote work if the nature of their role or situation allows and where staff can continue to commit to fully working during scheduled work hours.</p>
<p><i>What if I have to self-isolate because I live with someone who is Covid-19 positive?</i></p>	<p>Self-isolation pay will be provided if you are directed to self-isolate by HHS Employee Health Services or your Public Health Unit as a result of a community exposure.</p>
<p><i>Is there a limit to self-isolation pay? I.e. What if I have to self-isolate multiple times?</i></p>	<p>Self-isolation pay will be applied in all instances going forward until August 31, 2021, and retroactively to August 10, 2020 for employees that meet eligibility criteria. Self-isolation pay is limited to up to a maximum of 14 days per each incident (based on regularly scheduled hours), as directed by HHS Employee Health Services or Public Health.</p>
<p><i>What happens if I received government benefits during my unpaid isolation period? Will I have to repay that?</i></p>	<p>Staff are encouraged to visit the government website for information: https://www.canada.ca/en/services/benefits/covid19-emergency-benefits.html</p>
<p><i>How many employees have had to self-isolate during the pandemic?</i></p>	<p>As of February 1, 2021, approximately 3,300 employees/residents, physicians/learners have had to self-isolate since the beginning of the pandemic.</p>
<p><i>How are other COVID-19 related absences paid and coded?</i></p>	<p>Staff may be absent from work as a result of COVID-related illness, isolation, or otherwise. This FAQ on pay implications for COVID-19 related absences will help you to understand your eligibility for a leave of absence, pay and/or government financial supports available depending on your situation.</p>
<p><i>Who do I contact if I have any questions?</i></p>	<p>For all other questions related to payroll issues, please contact myHR@hhsc.ca If you have questions about COVID symptoms or need to speak to an employee health nurse, please contact the COVID hotline @ ext. 42200 or via email at covidforms@hhsc.ca</p>