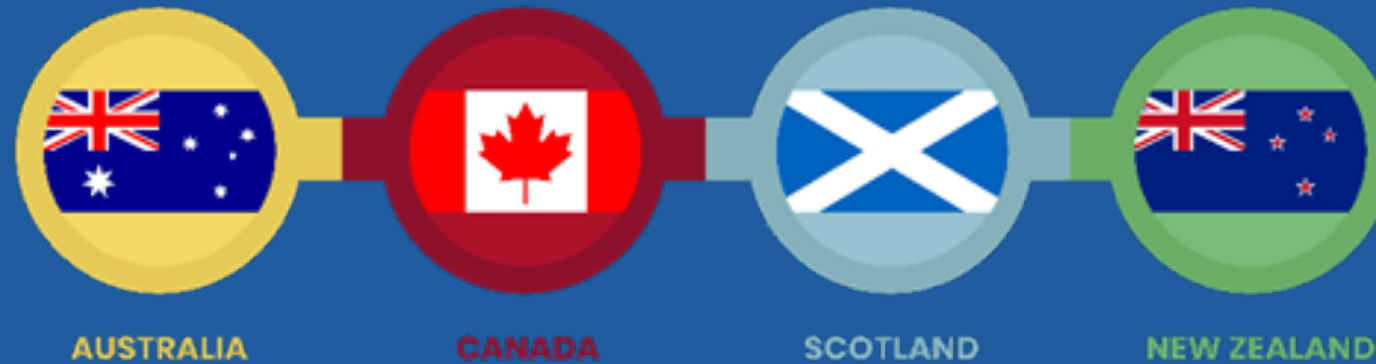


# Decent Work Good Care: International approaches to aged care

Teleconference Thursday May 21 2020 – Background slides



# OECD LTC data on service users & workers

Country Pop + 65+	% pop 65+ using <i>at home</i> LTC 2016	% pop 65+ using <i>institutional</i> LTC 2016	% pop 80+ using <i>at</i> <i>home</i> LTC 2016	% pop 80+ using <i>institutional</i> LTC 2016	Total formal care workers# in <i>at</i> <i>home</i> LTC per 100 pop of 65+ 2016	Total formal care workers# in <i>institutional</i> LTC per 100 pop of 65+ 2016
<b>Australia</b> Pop = 24m 65+ = 15%	5.7%	6.2%	13.9%	19.4%	2.2	4.0
<b>Canada</b> Pop = 38m/15m 65+ = 16%/16%	8.6%	4.1%	17.3%	12.4%	0.5	3.2
<b>New Zealand</b> Pop = 5m 65+ = 15%	9.5%	4.5%	26.4%	14.6%	3.7 (2018)	3.0 (2018)
<b>UK</b> Pop = 67m/6m 65+ = 18%/19%	N/A	N/A	N/A	N/A	Total formal LTC workers* 4.3 (2011) 3.3 (2016)	
<b>OECD28</b>					Total formal LTC workers* 5.3 (2011) 4.9 (2016)	

Sources: *OECD Long-Term Care Resources and Utilisation* data for 2016 to enable comparisons; except\* which draws in EU-LFS and OECD Health Statistics 2018 and Quarterly LFS for UK  
#This data is head count only.

# LTC residential facilities by ownership type

Ownership Structure				
	Govt	NFP	For Profit	TOTAL
Aust (2019)	11%	56%	33%	100% (n= 886)
Ontario (2019)	16%	24%	58%	100% (N= 626)
New Zealand (2018)		42%	58% (inc 30% publicly listed companies)	100% (N=668)
Scotland (2017)	16%	12% (voluntary)	72% (private)	100% (N=854)

Sources: Australian Aged Care Financing Authority 2019; Ontario LTC Association 2019; NZ Aged Care Association 2019; Statistics Scotland 2019.

# Home care workers hourly rates: Compared to each country's applicable minimum wage

	Home Care Worker (entry/base level)	NMW (Jan 2020)	Amount above NMW
Australia	AUD \$20.98	AUD \$19.49	AUD \$1.49
Ontario	CAN \$16.50+	CAN \$14.00	CAN \$2.50
New Zealand	NZ \$20.50	NZ \$18.90*	NZ \$1.60
Scotland	£9.30**	£8.72 (>25 years)	GBP £0.58

+In Ontario personal support workers hourly rates were increased to a base of \$16.50 ph in April 2016. A temporary \$4 ph additional COVID payment is currently being made for 16 weeks to all publicly funded PSWs.

\*In New Zealand the NMW increased to NZ \$18.90 ph, in April 2020.

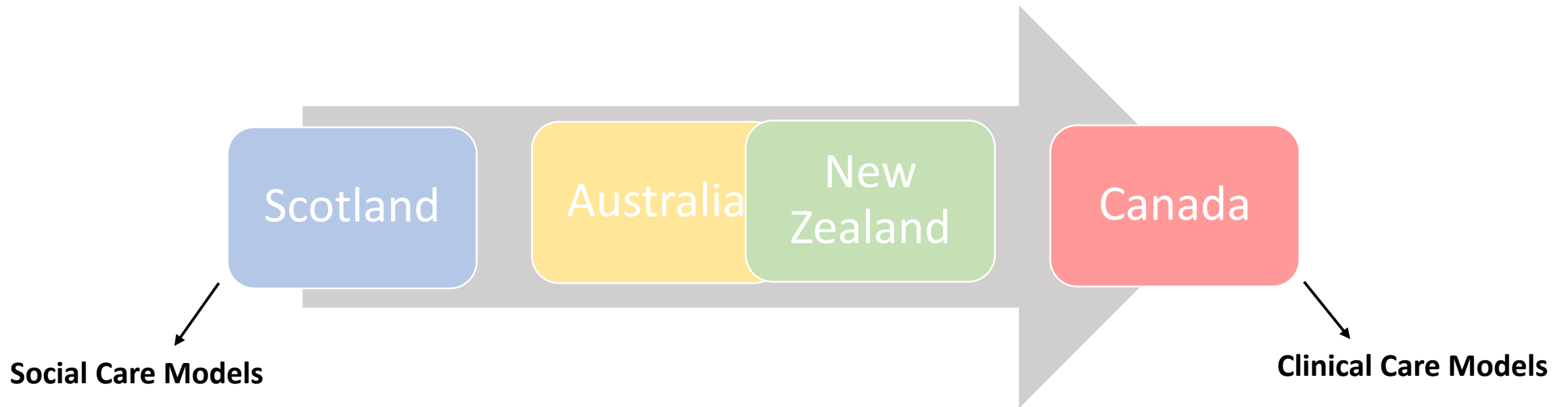
\*\*In Scotland, on 12 April 2020 the Scottish Govt announced an immediate 3.3% pay increase, to at least the 'Real Living Wage' rate of £9.30ph in social care for *all* hours worked, including sleepovers.

# Case Study Data Collection\*

Data Collection overview	No	Comments
In-depth org case studies - multiple sites in most	<b>9</b>	(Aust n=3, NZ n=3, Scotland n=3)
Total days at case study sites	<b>25</b>	5 researchers at each orgs in Australia & New Zealand; 4 researchers at two orgs in Scotland + 2 researchers at 3 <sup>rd</sup> org
Total researcher hours at case study sites	<b>952</b>	Observations in blocks between 6am and 10pm - included: care staff, handover, training, admin, rostering, activities, outings, household models, support worker meetings, memory groups, meals, kitchen
Formal interviews at case study sites	<b>137</b>	(Frontline n=62, Managers = 63, others n=12)
Frontline staff shadowed in residential care	<b>10</b>	Researchers shadowed 10 personal care workers for part/full shifts
Frontline staff shadowed in home care	<b>12</b>	Researchers shadowed 12 individual home care workers on shifts visiting a total of 28 clients
Formal interviews with stakeholders	<b>14</b>	Government agencies, peak bodies, unions, private providers in Scot, NZ, Ontario and Aust

\* Excludes data from Ontario case studies conducted as part of the SALTY project

# The social care – clinical care continuum across LTC systems



# The DWGC Project: Key Takeaways

- **Decent work** = frontline workers have the pay & working conditions that provide them with economic security and dignity *and* with the time & skills to provide good care
- **Good care** = older people have their social, emotional, personal care & clinical needs met through holistic person-centred models of care

## System-wide decent work & good care:

Government-led LTC policy; adequate funding; proactive, transparent quality & safety monitoring & enforcement; professionalisation strategies; supportive employment regulation & practice