

Email From: CLBC Financial Planning CLBC:EX <CLBC.FinancialPlanning@gov.bc.ca>
To: [Hybrid Service Providers](#)
Sent: Monday, June 12, 2023 1:04 PM
Subject: [2023 Funding Adjustments and Initiatives](#)

Message sent on behalf of Henry Chen, CLBC VP Finance and CFO

Dear CLBC Service Providers,

CLBC sincerely appreciates your collaborative efforts for the successful implementation of 2022 Global Uplifts (GU). I am pleased to share that we are now ready for 2023 GU and 2023 Funding Initiatives, as follows:

- 1) 2023 Wage Increase
- 2) 2023 Benefit Rates Update
- 3) Indigenous Cultural Leave Invoicing
- 4) Increase in Mileage Rate
- 5) Home Share Coordination Rate Increase
- 6) Increase in CLBC Contribution for Seniors in Home Sharing.

2023 Wage Increase

Further to the announcement in April 2023 on the Province's Shared Recovery Mandate (SRM), fiscal year 2023/24 compensation lifts under SRM will have the following funding adjustments **retroactive to April 1, 2023**, which include wage grid rates adjusted for:

- 1) 5.5% increase, and
- 2) 1.25% cost of living adjustment.

The funding adjustments are based on an agency's compensation base and funding is contingent on eligible community social service agencies completing CSSEA administered union and non-union compensation surveys and providing CSSEA authorization to share the agency-level compensation data with provincial funders.

As for Non-unionized employees, they can expect to receive the above estimated base funding increase retroactive to April 1, 2023, as a percentage of 2023 compensation costs.

Union 2023 Benefit Rates Update - Staffed Services Funding Adjustment

The 2023 Benefit Rates adjustment has been calculated based on the latest CSSEA Compensation Survey statistics and has slightly increased by 0.24% for overall Home Supports (*formerly Residential*) funding from 2022 while no change for Non-Home Supports (*formerly Non-Residential*).

	Days per year/FTE	
	2023	2022
Vacation	19.20	19.60
Sick	8.70	9.60
Sick Pay %	91%	90%
Education & Training		
Home Supports	5.92	6.28
Non-Home Supports	5.69	6.05
Overtime(Hours/year)	39.20	37.02
Stat Day Pay	13.00	13.00
In-Lieu Pay	12.52%	12.52%

Other 2023 benefit rates for CSSEA or HEABC members are as follows:

2023 Benefit Rates		
	Home Supports	Non-Home Supports
Benefits		
CPP	5.35%	5.35%
EI	2.14%	2.14%
WorkSafe BC	3.93%	2.00%
Subtotal	11.42%	9.49%
Other Benefits		
EHC	2.28%	2.28%
EFAP <i>new</i>	0.07%	0.07%
Dental	2.98%	2.98%
Group Life	0.28%	0.28%
AD&D	0.06%	0.06%
Subtotal	5.67%	5.67%

new Employee and Family Assistance Program (EFAP)

Non-Union 2023 Benefit Rates Update – Staffed Services Funding Adjustment

The 2023 program budget benefit rates are updated for Non-union employees based on your actual cost experience for the calendar year 2022 reported in your approved rate collection form as of Mar 31, 2023. If you did not complete the form, then your benefit rates remain unchanged.

Please note that the one-time adjustment performed by CLBC Finance team related to sick days (used in 2022 GU) has now been removed as the impact of sick days should be reflected in your 2022 reported rate collection form to be used in 2023 GU.

Funding Changes and Eligibility

Contract modifications to reflect the above changes will be **retroactive to April 1, 2023**. To receive funding for increases effective April 1, 2023, you must have submitted all Service Level Reports (“SLR”) for reporting periods ending on or before February 28, 2022. If you have any outstanding SLRs, please submit them as soon as possible. For assistance, please contact the SLR helpdesk at CLBC_SLR@gov.bc.ca.

As with previous years, any reduction in estimated compensation costs will be applied first to reduce any existing funding gaps before impacting funding.

Indigenous Cultural Leave Invoicing

SRM supports **two-days paid Cultural Leave for Indigenous employees**. Being a new funded cost and agency specific to staffed services, CLBC will provide targeted funding for cultural leaves retroactive to April 1, 2022. This cultural leave benefit for employees is experienced differently by each service provider based on employee profile and actual cost experience, thus initial funding will be through service provider invoicing.

To receive this funding, please email the following documents to [CLBC.FinancialPlanning@gov.bc.ca \(FP\)](mailto:CLBC.FinancialPlanning@gov.bc.ca) according to the timelines below:

1. Service provider invoice or billing (including administration allowance); and
2. CLBC form for Indigenous Cultural Leave (to be completed with staffing information). This form will be provided separately.

Timeline for Invoice Submission	
Cultural Leave Dates	Cut-off Submission to FP
Apr 2022 to Dec 2022	October 31, 2023
For each calendar year from Jan 1 to Dec 31 (starting 2023)	Jan 31 of the year immediately after calendar year end

Increase in Mileage Rate

CLBC will fund the **\$0.61 per kilometer** mileage rate effective April 1, 2023. Funding increases will be based on actual mileage incurred/distance traveled rather than an across-the-board average funding which may not be reflective of actual travel costs for service providers. Service providers are asked to work with their local CLBC regions to implement required changes to mileage funding after they have received their GU 23/24 uplift contracts.

Home Share Rate Increases

Home Share Coordination Rate

Effective April 1, 2023 compensation costs for the Coordinating Agency of Home Sharing services will be increased from an hourly rate of \$33.50 to **\$38.50**.

CLBC Contribution for Seniors in Home Sharing

Starting August 1, 2023, CLBC will increase funding of **\$125/month** to home sharing supports for seniors or individuals ages 65 and above who are receiving Old Age Security (OAS)/Guaranteed Income

Supplement (GIS) in line with the Provincial Budget 2023 announcement for shelter rate increase of \$125/month for Persons With Disabilities (PWD). This adjustment aligns total compensation for home share providers, irrespective of the age of the individual they are supporting.

The process supporting both increases will commence in late July 2023. Please contact your analyst promptly to avail of these funding increases.

CLBC Support

If you feel that these changes will mean that your agency will be unable to cover its costs, we remain committed to working with you in good faith to assess your cost structure and ensure funding is fair and reasonable. Please contact the CLBC Finance department at CLBC.FinancialPlanning@gov.bc.ca.

Your local CLBC office will prepare and send to you the contract modifications related to SRM increases and the 2023 benefit rates update. Implementation of funding adjustments for 2023 Global uplifts is targeted to be completed by November 30, 2023.

PN-GU FY 23/24 – Sequencing & Start Date

To reiterate, the GU process for FY 2022/23 for your organization must be completed before the process for FY 2023/24 can start. The equivalent process for FY 2023/24 cannot commence until the overarching session is activated internally by CLBC, even if your GU contracts for FY 2022/23 are already complete. This means that any programs and contracts that are uplifted and pay authorized for FY 2022/23 prior to the FY 2023/24 session will remain “frozen” and will not be capable of being uplifted for FY 2023/24 until the GU session for FY 2023/24 is activated.

The FY 2023/24 session is **currently scheduled to be activated in mid-to-late June 2023**, once the relevant rate information is confirmed, coding is complete, and all testing has been performed. At that point, CLBC staff can begin processing GU FY 2023/24 contracts for those agencies who have already completed the FY 2022/23 GU process.

For questions related to the Program Negotiations – Global Uplifts (PN-GU) project, please contact your designated [Implementation Lead](#). This update can also be found under the Communications section of the [PN-GU project page](#).

CLBC values your continued support in our joint commitment to delivering high quality services in a sustainable manner. We are committed to foster a collaborative and transparent partnership that prioritizes the well-being of the individuals we collectively serve.

Sincerely,

Henry Chen

VP Finance and Chief Financial Officer
Community Living B.C.
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communitylivingbc.ca

Communities of belonging, lives with connection

We acknowledge with respect that CLBC operates throughout B.C. on the traditional lands of Indigenous Peoples. CLBC is committed to true and lasting reconciliation with Indigenous Peoples in B.C.

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