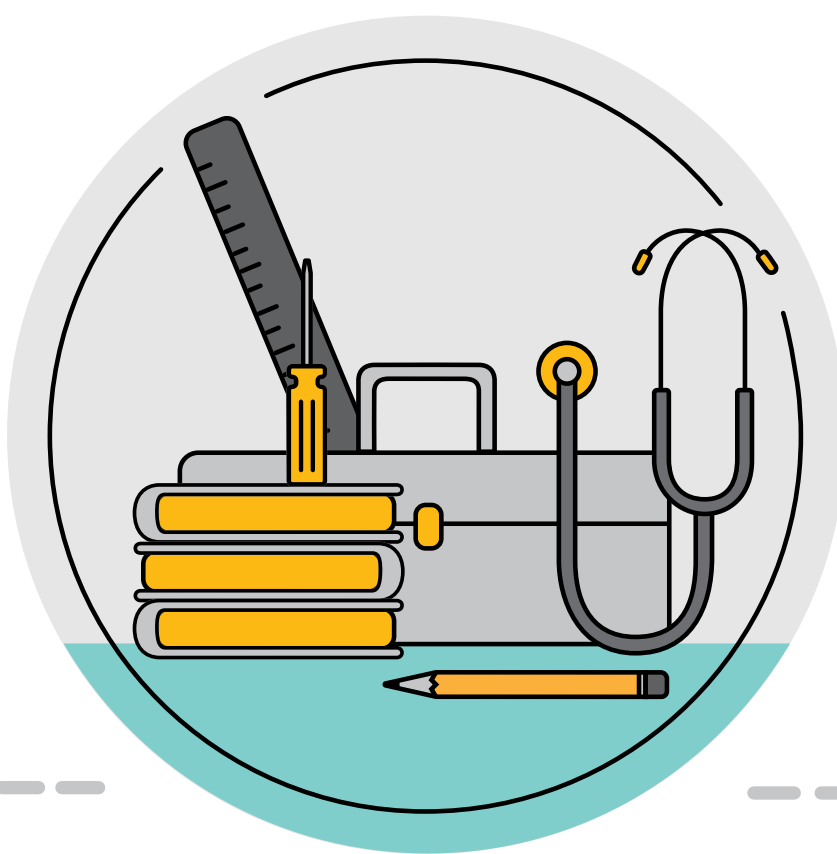


7 THINGS TO THINK ABOUT WHEN Considering Compensation

FOR PATIENT AND FAMILY CAREGIVER ENGAGEMENT

As patient and family caregiver engagement becomes a common practice in Ontario's health and community care systems, the question of how to recognize participation often comes up. But should money come into it? In 2015, The Change Foundation created [a tool](#), and associated report, to help organizations decide whether to pay patient and caregivers for their engagement. Here are some of the highlights.



1

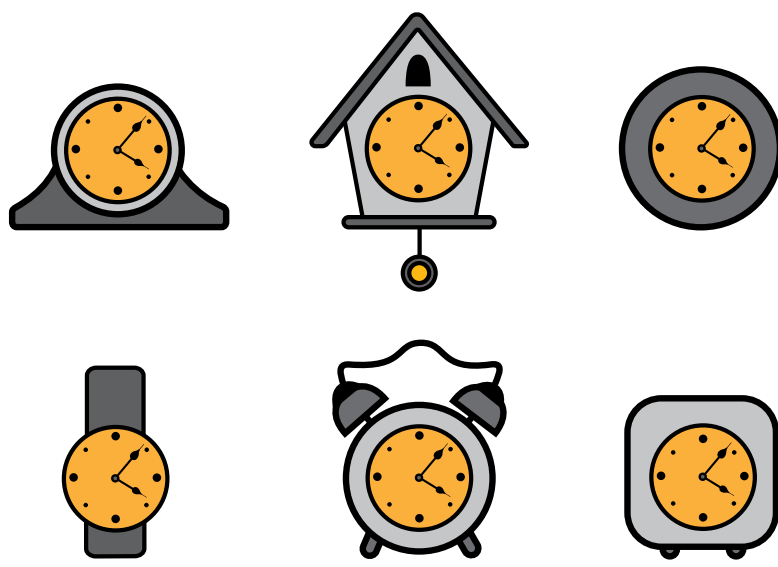
Compensation should be based on skills and experience.

If the decision is made to pay patient or family advisors, start at the provincial minimum wage. Consider paying more for specific skills, expertise or experience.

2

The time frame of the project matters.

[The Decision Tool](#) should be used for patient or family participation in projects or activities with a fixed time frame. It does not apply to routine or ongoing tasks. Consider both the duration of the project and the intensity of the contribution.



3

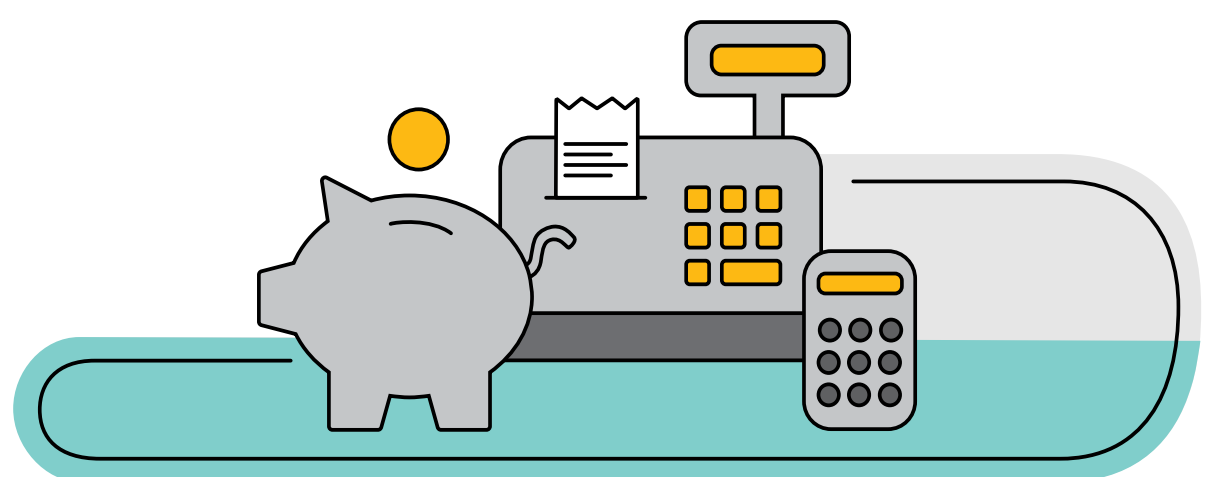
Compensation shows value.

While the decision to compensate may impact volunteerism or have an influence on opinion, it does encourage participation and shows the participant that their involvement is valued. Although compensation shows value, participants may decline offers of payment for their involvement, and that is their decision.

4

Reimbursement is different from compensation.

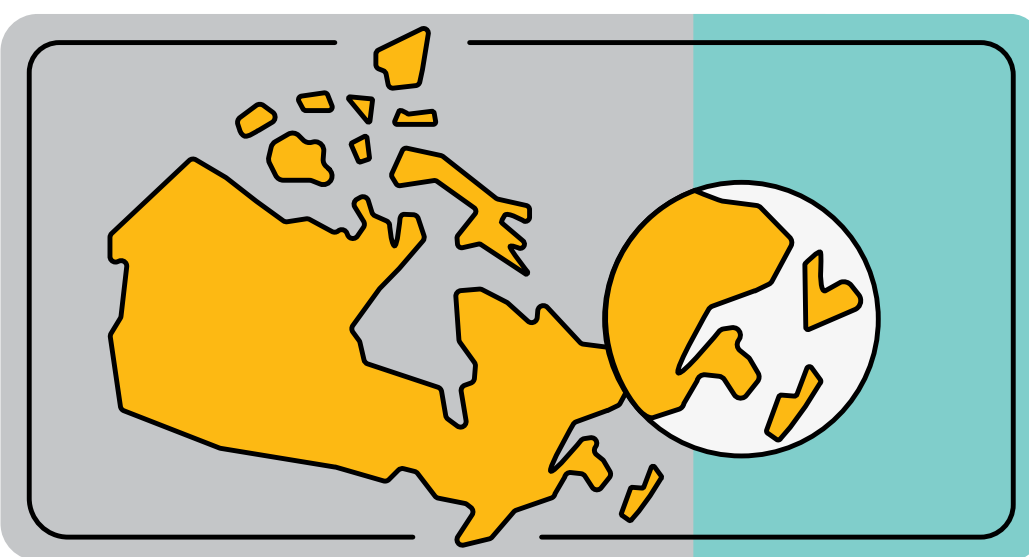
The decision to pay a participant should be made independently from the decision to reimburse them for their expenses.



5

Consider your participant population.

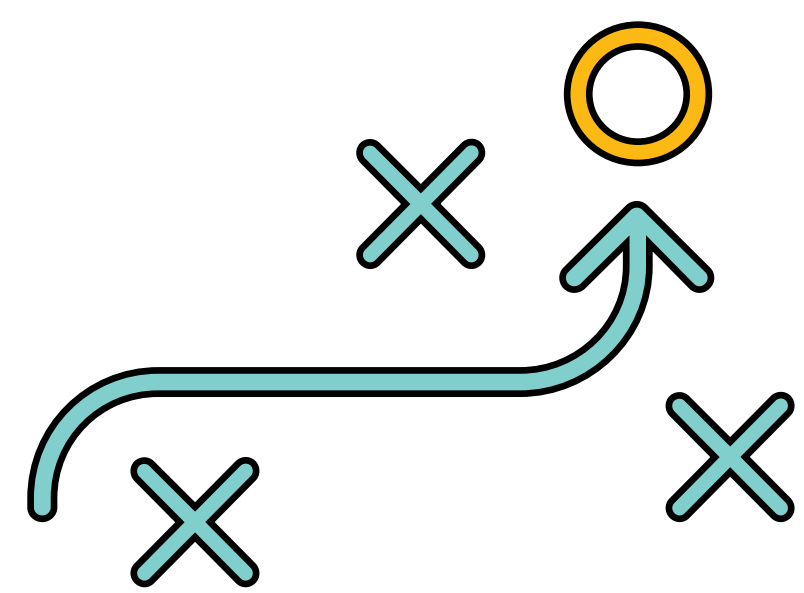
Consider the target population you want to engage with, and any limitations that participants may have or impacts (positive or negative) that their participation may have either on themselves or those close to them (e.g., are they from a vulnerable population, are they a family caregiver, do they have a chronic physical condition?).



6

It's not always necessary to pay participants.

The decision to pay participants should be made before recruitment, and should be made on a case-by-case basis.



7

Tell participants upfront how they will be recognized.

Being transparent will help establish fair, equitable, and barrier-free public engagement.



ABOUT THE CHANGE FOUNDATION

The Change Foundation is an independent health policy think-tank that works to inform positive change in Ontario's health care system. With a firm commitment to engaging the voices of patients, family caregivers and health and community care providers, the Foundation explores contemporary health care issues through different projects and partnerships to evolve our health care system in Ontario and beyond.