

The Self-Manager

CILT • Centre for Independent Living in Toronto

Summer 2012

Upcoming Public Holidays

This is a reminder that attendants who work on public holidays are entitled to premium pay and public holiday pay. Additionally, attendants who do not work on public holidays still must be paid public holiday pay if they worked at all in the four weeks prior to the holiday.

Here are a few dates to keep in mind:

CANADA DAY: Sunday, July 1st
LABOUR DAY: Monday, Sept. 3

Please note: The Civic Holiday in August is not a public holiday. Your attendants do not receive premium pay or public holiday pay for that day.



Nurturing Assistance—What is it?

With all the news about parenting with a disability that we've been hearing in the Toronto area lately, we thought it might be helpful for Self-Managers to know what Nurturing Assistance is, how it got started, and what a parent needs to know to receive Nurturing Assistance while on Direct Funding.

Nurturing Assistance is a consumer-directed service providing physical assistance to parents with disabilities who have young children. Its function is to help parents care for their children like any other parent, and it is typically used during the child's first four to six years. Nurturing assistants are not babysitters or nannies, nor are they volunteers or family members. They are paid employees who work under the direction and in the presence of the parent. They assist parents with activities such as bathing and changing the child, preparing meals, lifting, carrying, nursing and cuddling, playing and assisting with parent-child interacting. The nurturing assistant is an attendant who acts as the arms and legs of a parent with a disability in performing daily child care and parenting activities.



Like Direct Funding and other attendant service programs, it is also consumer-directed, and the parent remains the responsible caregiver.

Through Direct Funding, Self-Managers who are eligible for nurturing assistance receive funding to allow for this support

Please see **NURTURING**, p.4



Keep in touch

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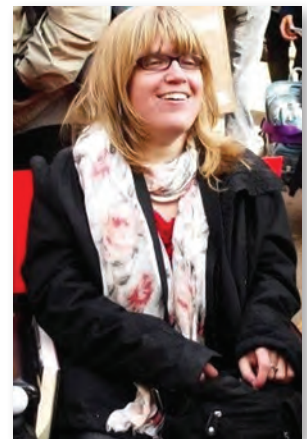
Upcoming Workshops

Centre for Independent Living in Toronto (CILT) now has a new Community Facilitator for Direct Funding who will be providing workshops to Self-Managers in the Toronto area. We are also looking into eventually providing these workshops as online webinars. If you have any suggestions for workshops or webinars please contact **Melissa** at dfresource@cilt.ca



New team member

The Direct Funding team at CILT has added a new position and staff member: Melissa Graham is the DF Community Facilitator for our area. For the past couple of years Melissa has been involved in disability issues in Toronto; she previously lived and worked in Thunder Bay and London, Ont. She has planned events related to disability issues in Ontario and Alberta, and has been published in *Abilities* magazine. In her spare time, Melissa writes articles on disability and social justice issues, and enjoys exploring the city of Toronto.



MELISSA GRAHAM

Natalie's Story



Before Natalie became a Self-Manager on the Direct Funding program, her life looked very different than it does today. Her time was arranged around the availability of friends and family, and the time constraints of other service providers. This made it very difficult to go out with her friends, do her shopping, and enjoy her life outside her home. Though her family was very supportive, she felt forced to rely on them for all her needs. Natalie could sense the strain this was putting on her family that was already supporting her brother, who has a developmental disability. Natalie was frustrated, but felt she had nowhere to turn.

Then an acquaintance told Natalie about Direct Funding and encouraged her to apply. Natalie wasn't sure what to think of Direct Funding at first, but she met with Anne-Marie, the Direct Funding

Resource Person in Niagara, who answered all of her questions.

Natalie started on DF in October, 2011, and easily adjusted to being a Self-Manager. Now she has her freedom back. She can schedule her attendants when it suits her to make time for doing her shopping, spending time with friends, and building relationships with her family instead of relying on them for her personal care. For Natalie, DF offers a different kind of independence that is well worth the responsibilities she has taken on as a Self-Manager.

"[With Direct Funding] you're not your medical problems, you're a person," said Natalie. "A lot of times through other systems you're just a file number... it gives you freedom instead of a life wrapped around other people's schedules."

Changes to Workplace Safety and Insurance Board Premiums

On January 1, 2012, the premium rate for the Workplace Safety and Insurance Board (WSIB) increased slightly. This affects all Self-Managers and their attendants.

Rate Group:
857 Nursing Services

CU Description:
Nursing and other Health Care Operations

CU Code:
8634-0000

Rate for year 2012:
\$3.23 per \$100.00
of gross payroll
(was \$3.17 per \$100.00
gross payroll last year)

If you discover you are included in the wrong rate group and are therefore paying a different rate, please contact WSIB, inform them of the above information, and ask them to place you in the correct group.

Nurturing

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for the first few years of their child's life.

Nurturing Assistance started in 1988, when a Toronto couple who had just had their first child realized that a special service was needed for the mother, who had a disability and needed attendant services, to help with child care and other parenting activities. Despite this innovation being in existence for almost 25 years, it is still not well known among people with disabilities or service providers. This is partly due to the need for more awareness-raising about nurturing assistance, but it is also essential for prospective parents to plan ahead so everything is in place when their child arrives.

For more information on nurturing assistance and other supports for parents with disabilities, please contact your local Independent Living Resource Centre.

Would you like to receive this newsletter online?

If you would like to receive this newsletter by **email only**, please contact Melissa at dfresource@cilt.ca

New DF website coming

The Direct Funding program will soon have a new home on the Web.

A new website, scheduled for launch in early 2013, is in the works. In addition to having information for prospective applicants, the website is also expected to be a clearinghouse for the forms and documents needed by Self-Managers on the program.

While the program's current website, www.cilt.ca/funding_portal.aspx, includes the DF application and information about DF, the new site will include more information, resources and answers to frequently asked questions from Self-Managers, including best employment practices, how to calculate public holiday pay for staff, and tips on hiring.

DF staff also hope the new website will make it easier for Self-Managers to connect and network with one another. Prior to its launch, staff and volunteers will test the site extensively to ensure it is fully accessible.

We're looking for your feedback:

You will be receiving a survey about what you'd like to see on the new DF website in the next couple of months. In the meantime, if you have ideas, please let us know: email Melissa Graham, Direct Funding Community Facilitator, at dfresource@cilt.ca

You could have your photo in our next newsletter

The Direct Funding office in Toronto needs photos of consumer/attendant interactions – people with disabilities in everyday situations – to use in newsletters and online materials. If you would like to volunteer for a brief photo shoot, and live in the Toronto area, please contact Melissa at dfresource@cilt.ca



Direct Funding Program

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