



**Ontario
Health**

Retirees re-joining the workforce to support the COVID-19 Pandemic response

Recommendations on pension administration for rehiring
retirees at a HOOPP employer

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As Ontario continues to see an increased demand for qualified healthcare professionals to assist in the testing, treatment, and care of patients with COVID-19, there is an increased need to respond to concerns of a shortage of healthcare professionals. To address these concerns, there is a desire to give those with clinical skills the ability to provide support, such as allowing retirees the ability to re-join the workforce on a temporary basis.

In order to ensure the health and safety of our patients and staff when rehiring retirees, health care providers will continue to follow their existing protocols and procedures to ensure valid licensing for retirees are in place to practice and in good standing. Healthcare providers are further encouraged to ensure the well-being of the retirees prior to making the hiring decision to ensure that any underlying conditions or requirements are known, in order to support the retiree to contribute effectively within the workplace.

This document has been prepared to provide general guidance to healthcare providers who seek to hire retirees who are currently receiving HOOPP pensions.

Current pension regulations do not allow for contributions into a pension plan while receiving pension entitlements at the same time.

The recommendations outlined below will enable a consistent approach in a manner that protects pension entitlements.

For short-term assignments (up to 3 months):

Retirees are to be re-employed on a temporary basis and will receive their rate of pay plus a percentage in lieu for vacation and statutory holiday pay, consistent with the *Employment Standards Act*. The retiree will not be re-enrolled in HOOPP.

This will allow retirees to continue to receive their pensions along with their employment income.

For long-term assignments or in special circumstances:

If the retiree is returning to work for a more extended period of time or has made a request to be re-enrolled, it may be beneficial for them to suspend their pension and re-enroll in the pension plan. These requests and arrangements will be reviewed on a case-by-case basis and may involve liaising with HOOPP.

HOOPP's Member Services team is available to assist members and answer their questions. They can be reached at (416) 646-6445 or 1-877-43-HOOPP (46677), Monday to Friday, 8:00 a.m. to 5:00 p.m., Eastern Standard Time.