Pandemic Pay for BC Public Service Employees FAQs
Update August 20, 2020

1. **Who is eligible for the temporary pandemic pay?**
   To receive temporary pandemic pay, an employee must:
   - Be working in an eligible position and in an eligible workplace.
   - Have been working straight-time hours at any point during the 16-week period starting on March 15, 2020, at the height of the Province’s response to the pandemic
   Excluded management staff, fee-for-service providers or employees on leave are not eligible. For a list of eligible sectors, workplaces and roles please visit [www.gov.bc.ca/pandemicpay](http://www.gov.bc.ca/pandemicpay).

2. **How did the provincial government decide who qualifies for this benefit?**
   Our government is focused on doing everything we can to support B.C.’s frontline workers throughout the COVID-19 pandemic. Temporary pandemic pay recognizes the frontline workers providing critical public services in health, social services and corrections to those most vulnerable during the pandemic. This is vital work where maintaining physical distancing is difficult if not impossible.

3. **I am an Auxiliary employee. Am I still eligible for the top up?**
   Yes, auxiliary employees are eligible if they are in an eligible workplace and eligible role.

4. **I am an excluded manager. Am I eligible for the top up?**
   No. At this time, doctors along with executive and excluded management level employees are not eligible for the payments.

5. **[UPDATED] How will this be paid out to me?**
   Eligible frontline workers can expect to receive a lump-sum payment of about $4 per hour for straight-time hours worked anytime over the 16-week period, starting on March 15th. The Province is coordinating with multiple ministry funders and hundreds of service providers across the province to ensure that the distribution of the funds occurs as quickly and efficiently as possible to the more than 250,000 eligible employees. We expect funding to be flowing to employees in the Fall 2020. We recognize that workers have been very patient with this process which requires the appropriate checks and balances to ensure strong accountability for these funds. More details on when eligible employees can expect to receive the lump sum payment will be forthcoming. Employees do not need to take any action.
6. **Is this pay taxable? Is it pensionable?**
Yes, the pandemic pay is taxable. Because this is a temporary, lump-sum payment, pensions will not be affected.

7. **Will union dues be deducted?**
Yes, union dues will be deducted.

8. **How does the pandemic pay affect other benefits?**
Pandemic pay is not part of an employee’s base salary, it is not ongoing and it is not a general wage increase, therefore it has no impact on benefits paid by the Employer.

9. **How long will workers receive the top up and will earnings be backdated to the beginning of this crisis? What if the pandemic continues longer?**
Employees are eligible to receive lump-sum temporary pandemic pay for straight-time hours worked during a 16-week period, starting on March 15th and ending the beginning of July. This is not a wage increase. It will not be extended beyond the 16 weeks.

10. **I am on temporary assignment. My base position would be eligible for the top up but my TA position is not. Do I still qualify to receive this payment?**
No. If you are on temporarily assignment in an ineligible position, please speak to your supervisor about your options.

11. **What happens if I take a sick day or am on short-term or long-term leave? Will the pandemic pay be deducted or prorated?**
Yes. The pandemic pay only applies to hours worked. If you were not working straight-time hours during this 16-week period due to leave, then the temporary pandemic pay will be prorated.

12. **I recently retired. Prior to my retirement my job would have been eligible to receive the top up. Will I receive payment to recognize my time in my former position?**
Employees who worked straight-time hours after March 15th but who have subsequently retired will receive payment for the hours they worked prior to retirement.