

Lou Mills, a social determinants of health nurse with the Haliburton, Kawartha, Pine Ridge District Health Unit, said employers can reap the rewards of paying a living wage. (The social determinants of health are simply the social and economic factors that impact people’s health, such as wages, social status, education and more.)

“Generally, businesses that pay a living wage see an increase in productivity, experience less staff turnover and save on hiring and training costs. When low-paid workers earn a living wage, they also tend to spend most of it in their local economy, which contributes to stronger economic growth,” said Mills.

Another local business owner who pays a living wage is Kim Dupuis, owner of **Lindsay’s Point of Balance**, a physiotherapy

and massage therapy clinic. Dupuis told the Advocate her employees were already paid above the living wage and it stayed that way as COVID hit, despite a reduction in revenue.

The reduction stemmed from being unable to see as many patients because of social distancing policies, and new expenses like extra hand sanitizer. Point of Balance also hired a new staff member to make sure clients sanitize and go through proper screening procedures, and that PPEs and laundry were managed.

Dupuis believes the clinic will stay strong as winter approaches. “I’m very proud to say that I am able to continue to support my staff and their families as they were supported before.”

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