



Canadian Society  
of Transplantation

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# Living Donor *Employer* Circle of Excellence





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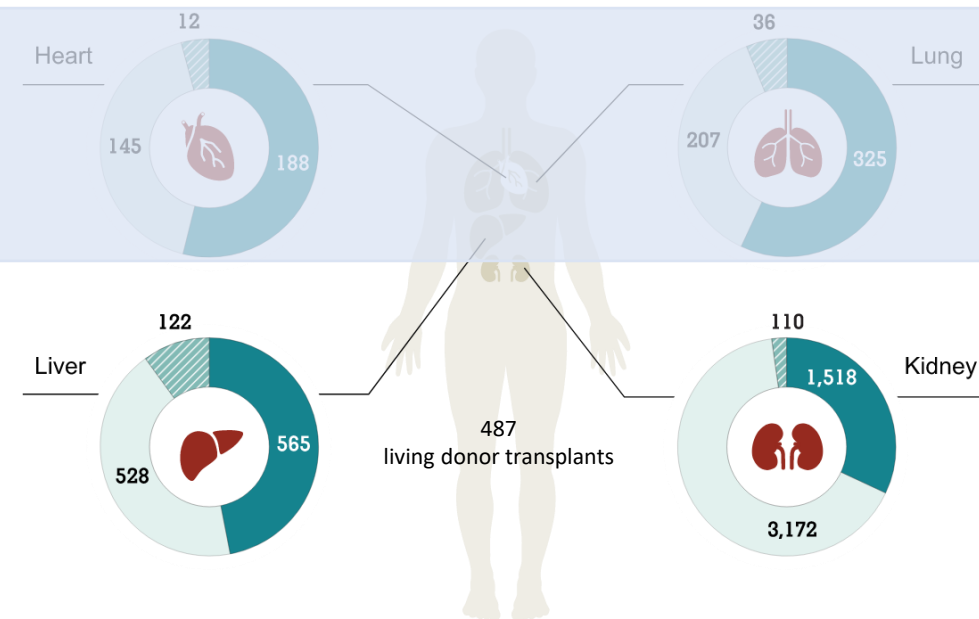
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## The Need for organ donation

## Organ transplants in Canada, 2020

Donations  
and need



Living kidney & living liver donation saves lives

Transplants\*

Waiting for a transplant†

Deaths while waiting

### Notes

\* Includes combination transplants.

† Includes patients who are active on a waiting list and those who are on hold.

### Source

Canadian Organ Replacement Register, 2021, Canadian Institute for Health Information.







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## Why Living Donors want to give

## Why Do Living Organ Donors Donate?

- Connection to recipient
  - Connection to transplant
  - History of altruism
  - Want to help or do something meaningful
  - Appreciate own good health
  - Want to give back
  - Save life – give the gift of life
- 
- Living organ donation is very safe – living donors go through rigorous assessment process in order to ensure they are healthy and able to donate.
  - Health Canada regulates living organ donation. Provincial legislation sets out requirements for consent to organ donation, privacy, etc.
  - Organ donation is an altruistic, financially neutral act. Buying and selling of organs, incentives to donate organ, prohibited.





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## Financial Neutrality for Living Donors Is Key

### How Can We Make Living Organ Donation More Financially Viable?

- Most healthcare costs and out of pocket expenses are covered by provincial health plans and donor reimbursement programs. But lost wages and other costs still a concern:
  - 63% of potential living donors concerned about lost income or wages
  - 62% concerned donation will have negative financial impact on family
  - 25% concerned about job loss
  - 54% of potential recipients in lowest income quintile did not talk to potential donors because of concern about lost wages on donor
- A lack of salary support during the recovery period post donor surgery may limit the number of living donors
- Removing financial barriers may increase living donor transplants, saving lives and reducing disability associated with advanced organ failure.
- Making donation financially neutral for living organ donors is ethical, fair and the right thing to do

#### Sources

Rodrigue JR et al., Lost Wages Trial, 2020

Rodrigue JR et al. ProgTransplant. 2016

Manns et al, Financial Impact of Advanced Kidney Disease on CPP and Private Disability Insurance Costs, 2017







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## CST Mission

*The mission of the Canadian Society of Transplantation is to advance the practice and science of transplantation for the benefit of Canadians and society.*





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## Overview

### Circle of Excellence

## Our Vision for the Circle of Excellence

- To eliminate the financial costs of living organ donation for donors.

*Although there are initiatives and programs to compensate out-of-pocket expenses, coverage for lost salary remains a major disincentive for donors.*







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## Program Objectives

### Circle of Excellence

To recognize employers that implement company policies to provide salary support for:

1. An employee who chooses to be a living organ donor.

**AND/OR**

2. An employee in need of an organ transplant whose living donor lacks salary support during the recovery period.

*Companies could establish policies to support both or one of the above depending on their interests.*

*Sample policies available on request.*





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## Minimum Criteria For Inclusion in “The Circle”

### 1) Typical leaves of absence are approximately 4 weeks (range is from 2-8 weeks for a kidney donor, 6-12 weeks for a living liver donor).

- Salary support for a minimum of 4 weeks is required for inclusion in “The Circle”
- Durations > 4 weeks supported at the employers’ discretion
- Additional donor support (e.g., travel/lodging) at employers’ discretion. Additional information about the typical out-of-pocket expenses incurred by living donors is available upon request.







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## Minimum Criteria For Inclusion in “The Circle”

### 2) The minimum proportion of wage support is 80% – companies may elect to support more.

- Maximum support cap may be considered at or above \$6,000/donor
- Annual maximum payments per company may also be considered
- How a company provides this level of support – i.e. through new or existing HR policies - may vary and is not directed by the CST/AST.





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## Minimum Criteria For Inclusion in “The Circle”

- 3) **Membership awarded based on having HR policies that would allow living donor employees to take paid time off/sick leave to recover from surgery, and other supports**
  - Companies may not have an employee who becomes living donor for many years
- 4) **To maintain membership, Members must confirm with CST annually.**

*Circle Membership is free.*







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## Costs Circle of Excellence

## Minimal Financial Impact on Employers Who Join Circle of Excellence

- Living donation is rare. In 2020, there were 396 living kidney donors and 91 living liver donors in Canada - 12.81 living donors per million population
- ~\$4,000 required to support a living donor at 80% coverage for 4 weeks, assuming a median salary of \$60K/year
- Many employers already have policies or sick benefits that exceed criteria – joining Circle helps raise awareness of living organ donation among employees, and peer companies that do not yet have these supports in place





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## Why Join “The Circle”?

1. Demonstrate your commitment to employees considering the altruistic act of living organ donation.
2. Highlight support available / already part of your employee benefit plan.
3. Show your good corporate citizenship.
4. Be a leader and set an example for others in your sector.
5. Reap tangible benefits as a member of CST’s Circle of Excellence.







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# Circle Member Recognition

The CST/AST recognize corporate members in several ways such as:

- ✓ Annual Certificate of Membership Suitable for Framing | Circle Logo for Corporate Website, Social Media, etc.
- ✓ Recognition on CST and AST Websites
- ✓ Recognition on Social and Print Media Platforms
- ✓ Promotion at Major Transplant Meetings and CST/AST Public Events
- ✓ Dedicated Recognition Events

*\*Circle of Excellence recognition activities subject to change as the program develops.*





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## How to Join “The Circle”

**Complete online application form**  
[www.cst-transplant.ca/circle-of-excellence](http://www.cst-transplant.ca/circle-of-excellence)

- Employer Info
- Contact Info
- Confirmation Criteria for Membership Met
- Additional info on support/benefits provided to living donors

**Applications reviewed monthly.**







## Founding Partner

The Founding Partner of CST's Living Donor Circle of Excellence program is the American Society of Transplantation (AST). Without the instrumental inspiration and support provided by AST, the creation and implementation of this program wouldn't have been possible. The CST looks forward to a successful partnership for years to come.



## Supporting Partner

A Supporting Partner of the Living Donor Circle of Excellence program provides monetary or in-kind support to ensure the sustainability of the program. The ongoing commitment of a Supporting Partner enables the CST to meet program goals, while contributing to increased recruitment efforts.



## Members

Members are organizations that understand the importance of implementing policies to financially support an employee recovering from donating an organ. These organizations have committed to adhering to guidelines that provide this support to encourage those considering the altruistic act of living organ donation.



The financial hardships associated with living organ donation still remain to be a major disincentive for many donors. Although there are initiatives and programs to compensate for some out-of-pocket expenses, most employers haven't established policies to provide coverage for lost wages. AST's Living Donor Circle of Excellence aims to eliminate the financial costs of living organ donation by recognizing companies who support living donation through providing lost wages. For more information on becoming a member of AST's Circle of Excellence, or a Supporting Partner, please contact JoAnn Givens, Chief Development Officer, at [jagivens@myast.org](mailto:jagivens@myast.org).

Has a company policy helped you with living donation? Share your story.

[DOWNLOAD BROCHURE](#)

## Founding Partner

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## Supporting Partners



# Circle Members





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# Thank You

**For helping remove the financial barriers to donation  
for living kidney and liver donors.**

Living Donor Circle of Excellence | [cst-transplant.ca](http://cst-transplant.ca)

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