



Canadian Society  
of Transplantation

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AMERICAN SOCIETY OF  
TRANSPLANTATION

# Living Donor Circle of Excellence





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## Living Donation Today

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

- The deceased organ donor rate in Canada in 2018 (including Quebec) was 20.6 donors per million population, an increase of 42% since 2009. The living donor rate was 15.0 donors per million population, a decrease of 2% since 2009. \*
- In 2018, a total of 2,782 transplant procedures (all organs) were performed in Canada (including Quebec), an increase of 33% since 2009. THERE WERE ,709 KIDNEY TRANSPLANTS PERFORMED IN 2018 \*
- A lack of salary support during the recovery period post donor surgery may limit the number of living donors.
- Removing financial barriers for donors may increase living donor transplants.

*\*Source: Canadian Institute for Health Information's CORR e-Statistics Report on Transplant, Waiting List and Donor Statistics 2018, [www.cihi.ca](http://www.cihi.ca).*





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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

## CST's Vision for the Circle of Excellence

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

*Inspired by the American Society of Transplantation's Living Donor Circle of Excellence program, CST is also committed to eliminating the financial barriers to living organ donation. Although there are initiatives and programs to compensate out-of-pocket expenses, coverage for lost salary remains a major disincentive for donors. CST's Living Donor Circle of Excellence aims to change that.*





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## Program Objectives

### Circle of Excellence

To recognize employers who 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.*





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## 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, but longer for a living liver donor.

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





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## Criteria For Inclusion in “The Circle”

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

- Maximum support levels-high earners may not require this level of support
  - A maximum support cap may be considered at or above \$6,000/donor
- Maximum payments per company per annum 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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## Criteria

For Inclusion in “The Circle”

**3) Annual confirmation of support & reporting of activity to CST.**

**4) Companies would be recognized based on policy implementation.**

- A company may not have a donor to support for many years
- Typically there are 6,000 living kidney donors in the US and Canada annually, or about 3.5/100,000 employed persons
- Assuming a median salary of \$60,000/year = \$4,000 to support a donor at 80% coverage for 4 weeks





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## Program Impact

### The Circle of Excellence

**A company's induction into "The Circle" could result from the support of an actual donor.**

- CST and AST will promote "The Circle" to transplant programs in Canada and the US
- This would allow living donors/recipients under evaluation to make their employers aware of "The Circle"





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## Why Join “The Circle”

Not only will you be demonstrating your commitment to employees considering the altruistic act of living organ donation, members of CST’s Circle of Excellence will also reap tangible benefits.





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# Circle Member Recognition

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

- ✓ Annual Certificate of Membership Suitable for Framing
- ✓ 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 items are subject to change as the program develops.*





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# Public Launch Timeline

- **Location** – CST Fall Virtual Forum
- **Date** – November 27, 2020
- **Goal** – To have a number of participating companies recognized at the launch





The Living Donor Circle of Excellence program is an initiative from the American Society of Transplantation (AST), supported and promoted with appreciation by the CST.

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## AST Mission

*The American Society of Transplantation is an organization dedicated to advancing the field of transplantation and improving patient care by promoting research, education, advocacy, organ donation, and service to the community.*



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# Thank You

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

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