

Health Care Human Resource Sector Council

*Annual Report
2011-2012*





Chairperson's Message 2011-2012

As Chair of the Health Care Human Resource Sector Council, I have been privileged to participate in a resurgence of enthusiasm for the role of the Council. Our work is helping to build competencies and resilience within the healthcare sector through such projects as: the Responsive Leadership training, work with IEHP's - the Internationally Educated Health Professionals from an Atlantic Canada perspective, the HR Navigator initiative and our work with PEI Health Sector Council on attributes/cultural competence training.

There is now an increased recognition of our value to the sector and our role in sustaining healthcare resources into the future. We have developed and nurtured strong partnerships with both the Department of Health and Wellness and Department of Labour and Advanced Education primarily through the diligence of our Executive Director, Janet Everest. She is like the happy gardener, continually tending her plants and growing new and exciting varieties.

Our board has experienced significant change over the past year. We have lost several long-standing members : Rick Anderson from Department of Health and Wellness who has been with us from our very early days and who provided that very important linkage to the HR needs of the health sector, Arlene Morrison from CCANS, representing Long Term Care facilities and Joan Watson, representing the Seniors Secretariat, now Department of Seniors. We also said farewell to Jodi LeBlanc from Private Career Colleges and Kyna MacVicar from NSCMLT. Their dedication and support to the Council will be dearly missed. Thank you so much for all that you have given in time and experience to further the work of the Health Care Human Resource Sector in Nova Scotia.

Along with loss comes opportunity. The Council has now reviewed its mandate and its membership representation in light of our expanding roles and responsibilities. We have an exciting team to bring us into 2012-2013 and also a new strategic plan which we completed during this past winter. Our direction is clearly defined with goals and objectives that will assist us to support the healthcare resource planning and development for Nova Scotia and Atlantic Canada working collaboratively with the Atlantic Advisory Committee on Health Human Resources (AACHHR) and the IEHP Atlantic Connection Steering Committee. Thank you to our board members, to Janet our ED and her team, Bonnie, Lisa, and Marilyn. Working together we can create unlimited possibilities.

Andrea Leonard
Chairperson

MISSION STATEMENT

"The *Health Care Human Resource Sector Council* is committed to providing objective focus, research, innovation and collaborative linkages to assist others in addressing sector-wide health human resources challenges in Nova Scotia."

VISION STATEMENT

"The *Health Care Human Resource Sector Council* demonstrates excellence in health human resource research and innovation in knowledge generation and translation, and is recognized for its contributions resulting in a viable well-trained health care workforce within a quality health care system".

STRATEGIC DIRECTIONS

- Contribute to a quality, sustainable health human resource.
- Contribute to a skilled and competent, including culturally competent, work force through standardized and accessible training and education.
- Promote viable and respected careers in healthcare.
- Leadership in health human resource research and knowledge transfer.
- Promote the strength of diversity and cultural competency in health care

Executive Director's Message 2011-2012

The Annual General Report is an opportunity to reflect upon and showcase the achievements of the Council in 2011-2012. Three main themes best describe the focus of the Council's work over the past year; knowledge transfer, collaborative partnership and innovation.

The Council is looking forward to carrying on this momentum and moving ahead with new and innovative initiatives under the Department of Labour and Advanced Education, AISC Three Year Sector Council Pilot funding program. The guaranteed funding level raises the Council's sustainability and capacity over the upcoming three years providing opportunity to plan forward, develop new partnerships and be creative as we continue to play our role as contributor to a viable, well trained, sustainable health care work force in Nova Scotia.

None of this would be possible without the commitment of time and expertise from our Board of Directors, Project Advisory Committee Members, Working Groups Representatives and sector stakeholders. The Council achieves great things with very limited staffing resources. I want to thank Bonnie Kirby-Sheppard, Lisa Purcell, Marilyn Hicks and Peter Church for their contribution over the past year.

The 2011-2012 Annual Report will provide detail on the Council's activities over the past year.



Janet Everest
Executive Director

BOARD OF DIRECTORS 2011-2012

DIRECTORS

CHAIRPERSON

Andrea Leonard
Representing Home Support
Appointed by Home Support NS

VICE CHAIRPERSON

Caroline Campbell
Representing Home Care
Appointed by Victoria Order of Nurses

SECRETARY

Chris VanZoost
Representing Nova Scotia Nurses Union
Appointed by Nova Scotia Nurses Union

TREASURER

Shannon McLellan
Representing Community Based Options
Appointed by NS Residential Agencies

PAST CHAIRPERSON

Linda Corkum
Carrie MacIssac
Representing Acute Care/NSAHO

Kyna MacVicar
Representing Allied
Health Professionals

Arlene Morrison
Representing Nursing
Homes/Homes for the Aged

Joan Watson
Representing Consumers

STAFF

Janet Everest
Executive Director

Bonnie Kirby-Sheppard
Project Support

Lisa Purcell
HR Navigator

RESOURCE MEMBERS

Louise Boudreau
NS Department of
Labour & Advanced Education

Wade Hynes
Workers, Compensation
Board

Pamela Jones
NS Department of
Health and Wellness

Marlene MacLellan
NS Community College

Judy LaPierre
NS Department
of Community Services

Jody LeBlanc
BGS Training o/a
Eastern College

Mary Ellen Pittolella
Adult Residential Centres
Regional Rehabilitation
Centres

Charlene Thomas
Pictou County Health Authority

Mohamed Yaffa
Capital District Health Authority

Samantha Aiton
NS Department of Health and Wellness

Ann Marie Murdoch
NS Nurses Union (Alternate)



2011-2012 Annual General Meeting

Guest Speaker

Minister of Labour and Advanced Education

The Honourable Marilyn More

The Health Care Sector Council was pleased to have the Honourable Marilyn More speak at the 2011-2012 Annual General Meeting. In her remarks, The Honourable Minister spoke to the Council's role on a Provincial and Atlantic perspective, through the Internationally Educated Health Professionals Atlantic Connections Project, in supporting a collaborative approach to ensuring a well qualified sustainable Health Workforce in the Atlantic Region.

Minister More congratulated the Council on entering into a Letter of Agreement with the Department of Labour and Advanced Education for the Association of Industry Sector Councils 3 year Sector Council Program.

The Sector Council Program is funded under the Labour Market Partnerships Program of the Labour Market Development Agreement, and is administered by the Workplace Initiatives Division of the Department of Labour and Advanced Education. Two million dollars per year is available for a three-year period beginning April 1, 2012, after which time the program will be evaluated to determine its effectiveness. The Council was represented at the official launch of the Sector Council Program with Minister Marilyn Moore on February 2, 2012.

The AISC is a not-for-profit umbrella organization formed in 2000 that hosts nine not-for-profit industry sector councils, each being separately governed by a Board of Directors that include employer, labour, associations and union representatives as well as government and resource personnel.

The eight sector councils represent these industries: Automotive Services and Repair ~ ICI Construction ~ Trucking ~ Tourism ~ Homebuilding and Renovations ~ Fisheries ~ Health Care ~ Boatbuilding*.

*NS Boatbuilders Association is a sector like organization that sits as a member of the AISC.

Individual sector councils are key representatives for their respective industries concerning Human Resource issues.



Physician Recruiter Wins Two Prestigious Awards

Sheila MacLean, Physician Recruitment Coordinator with the provincial government of Prince Edward Island.

Sheila MacLean, Physician Recruitment Coordinator with the provincial government of Prince Edward Island, received two prestigious awards for her work with recruitment and retention of Internationally Educated Health Professionals (IEHPs) on PEI. The Recruitment Recognition Award 2012-“Recruiter of the Year” was awarded by the Canadian Association of Staff Physician Recruiters, and the Premier’s Award for Diversity Leadership 2012 is awarded yearly by the Premier to an individual who shows leadership in the promotion of cultural diversity in the province. Sheila was very pleased to be recognized by her peers in PEI and across Canada.

Sheila’s recognition on a provincial and a national level is an indication of the great work that is being carried out on Prince Edward Island with support of the IEHP (Internationally Educated Health Professionals) Atlantic Connection Steering Committee.

The Steering Committee, a working group of the Atlantic Advisory Committee on Health Human Resources, has the mandate to facilitate activities that help to attract, integrate and retain IEHPs to the health care systems of Atlantic Canada.

In 2011 the Steering Committee obtained funding from the Atlantic Population Table, Recruitment and Retention Committee. The project focussed on assisting Atlantic Canadian Communities to integrate and retain IEHPs. The outcome of this work is the “Integration Toolkit for Atlantic Canadian Communities”, piloted in Summerside, PEI.

Based on the success of this initial pilot project, additional funding was secured by the Atlantic Connection Steering Committee from Health Canada, to implement IEHP toolkits across the health networks in PEI from 2012-16.

Sheila is now actively involved with PEI Association for Newcomers to Canada and the PEI Health Sector Council in the follow-up project “Leadership Development for PEI.” This project will extend the Summerside community development model around PEI and develop a “Responsive Leadership for a Diverse Workplace” training package.

To access the Toolkit and other useful information, visit www.atlanticcanadahealthcare.com, Resources and Toolkits Tab. For further information please contact June MacDonald, Program Manager, IEHP Atlantic Connection, info@iehpatlanticconnection.ca or call 1-888-637-9777.

Press Release: IEHP Atlantic Connection Steering Committee

03/10/2012

2011-2012 YEAR IN REVIEW

Development of a Model for a System Navigator and Access Centre for Nova Scotia Health



Lisa Purcell, HR Navigator

FUNDER

Nova Scotia Department of Labour and Advanced Education

The objective of this project was to develop a model for a System Health HR Navigator and Access Centre to provide innovative ways to support human resource planning, labour market engagement and integration and workforce development in the Nova Scotia Health sector to attract potential employees to this path of employment and service as an HR resource to employers. The model acts as a clearing house of information on all aspects related to marketing, recruitment and retention of health care providers provincially and as a “conduit” between job seekers and sector employers.

Skills-Building for Interprofessional Collaborative Practice in Community-based Health Settings (CLE) Project



Jennifer Murdoch, AACHR

FUNDER

Health Canada Health Care Policy Contribution Program

The Collaborative Learning for Health Professionals in Well-Woman, Maternal and Newborn Child Clinics (CLE) is a skills-building initiative with demonstration, research, and evaluation components. The CLE envisages a partnership among health professions, other health-care providers, employers, regulators and governments.

Change management processes have been implemented at each pilot site to facilitate collaboration among providers at the site. Over the 18 month duration of the project, the HCHRSC researched and recommended CREW, COR&D Acadia University as an Interprofessional Change Management framework. (completed March 2011).

The Council served in an administrative role including direct reporting to the funder, Health Canada on behalf of Atlantic Advisory Committee on Health Human Resources. Price-MacDonald Associates continued as project managers.

Responsive Leadership for Continuing Care Nova Scotia Program – 2nd offering



Allison MacEachern

FUNDER

Department of Health and Wellness
Continuing Care Branch

Allison MacEachern facilitated the delivery of the 8 module Responsive Leadership program, attended by Continuing Care sector leaders, using the 2009 Responsive Leadership curriculum developed by the Health Care Human Resource Sector Council and COR&D, Acadia University. Twenty participants received certificates of completion at the final two day session January 23-24, 2012. There continues to be a waiting list which will be incorporated into a Pan Provincial Program with Workplace Innovation and Productivity Skills Incentive funding support for delivery in 2012-2013.

2011-2012 YEAR IN REVIEW

AACHHR (Atlantic Advisory Committee for Health Resources Planning) Contribution Agreement



Beth McInnis, Chair, IEHP Atlantic Connection Steering Committee

FUNDER

Health Canada
Internationally Educated Health
Professionals (IEHP's): Atlantic Connection Project

Under letter of agreement with the Atlantic Advisory Committee on Health Human Resources (AACHHR), the Council holds a five year contribution agreement effective April 1st, 2011 with Health Canada to fund five projects pan Atlantic under the IEHP Atlantic Connection steering committee to support the attraction and retention of Internationally Educated Health Professionals in Atlantic Canada.

1. Program Management and Support-Price MacDonald and Associates
2. Facilitate Leadership Development Activities for Communities and Employers of Internationally Educated Health Professionals (IEHP's) on Prince Edward Island
 - a. Prince Edward Island Health Care Sector Council
 - b. Prince Edward Island Newcomers Association
3. Bridging program for Medical Laboratory Technologists (MLT's) – New Brunswick College of Medical Laboratory Technologists
4. Enhancing NANB's (Nurses Association of New Brunswick) Capacity to Provide a Comprehensive and Sustainable Process for the Assessment and Successful Integration of Anglophone and Francophone IENs into the New Brunswick Workforce
5. SARTS-Self Assessment Readiness Tools for IEHP's.

Responsive Leadership in a Diverse Workplace



Crystal Lynn O'Meara, PEI Health Sector Council

IEHP Atlantic Connections Project

(Sub-project 2a.)

The Council was sub-contracted with the Prince Edward Island Health Sector Council to research, develop and deliver a four module Responsive Leadership curriculum for front line managers/supervisors in the PEI Health Sector to assist in the retention of Internationally Educated Health Providers (IEHP's) in PEI.

HEALTH CARE HUMAN RESOURCE SECTOR COUNCIL

STATEMENT OF OPERATIONS AND CHANGE IN NET ASSETS YEAR ENDED MARCH 31, 2012

| | <u>Budget</u> (Unaudited) | <u>2012</u> | <u>2011</u> |
|---|------------------------------|------------------|------------------|
| Revenue | | | |
| Service Canada | \$ - | \$ - | \$ 114,349 |
| Department of Labour | 180,543 | 168,918 | 38,047 |
| Department of Health - Provincial | 59,139 | 59,139 | 569,946 |
| Department of Health - Federal | 2,333,007 | 2,150,710 | 815,225 |
| Council of Atlantic Premiers | 75,000 | 75,000 | 125,635 |
| Other income | <u>10,725</u> | <u>23,099</u> | <u>10,366</u> |
| | <u>2,658,414</u> | <u>2,476,866</u> | <u>1,673,568</u> |
| Expenses | | | |
| Advertising, promotion & printing | - | 6,585 | 14,325 |
| Committee expenses | 2,610 | 6,685 | 10,292 |
| Consultants | 2,494,794 | 2,266,849 | 1,440,147 |
| Equipment rentals | - | - | 5,189 |
| Insurance | 3,580 | 3,580 | 3,433 |
| Interest and bank charges | 1,000 | 994 | 1,098 |
| Office | 3,230 | 4,388 | 7,736 |
| Professional fees | 19,590 | 18,322 | 16,943 |
| Rent | 21,264 | 21,384 | 17,880 |
| Reports and publications | - | - | 2,278 |
| Salaries and benefits | 107,123 | 113,848 | 127,188 |
| Staff training | 800 | 727 | 348 |
| Telephone | 3,223 | 3,078 | 2,641 |
| Travel | <u>1,200</u> | <u>9,831</u> | <u>6,318</u> |
| | <u>2,658,414</u> | <u>2,456,271</u> | <u>1,655,816</u> |
| Excess of revenues over expenditures | - | 20,595 | 17,752 |
| Net assets, beginning of year | <u>-</u> | <u>38,289</u> | <u>20,537</u> |
| Net assets, end of year | <u>\$ -</u> | <u>\$ 58,884</u> | <u>\$ 38,289</u> |

The Health Care Human Resource Sector Council gratefully acknowledges the following organizations and individuals for their contributions of knowledge and expertise to the work of the Council in 2011-2012

| | | |
|--|---|--|
| Atlantic Advisory Committee on Health Human Resources (AACHHR) | Cathy Rose | Diana LeCoure |
| Acadia University | CDENE | Doug Bungay |
| Alderwood Rest Homes | Centre for Organizational Research and Development | Guysborough Antigonish Strait Health Authority |
| Alison McEachern | Christel MacAloney | GEM Health Care Group/The Mira Long Term Care Centre |
| Allison Lamey | Colchester East Hants Health Authority | Glades Lodge Limited |
| Annapolis Valley Health | Colchester Residential Services Society | Halifax Immigrant Learning Centre |
| Anne Fownes | Colchester Regional Development Authority | Hants Community Hospital |
| Anne McInnis | College of Registered Nurses | Health Association Nova Scotia |
| Association of Workplace Educators of Nova Scotia | Community Living Alternatives Society | Human Resources and Skills Development Canada |
| Atlantic Home Building and Renovation Sector Council | Caregivers Nova Scotia Association | Immigrant Settlement & Integration Services |
| Atlantic Policy Congress of First Nations Chiefs Secretariat | Cape Breton District Health Authority | Janine Hussey |
| AWARE-NS | Capital District Health Authority/IWK Health Centre | Joan Regimbal |
| Dr. Bryan Rade ND | Council of Atlantic Premiers | John Sylliboy |
| Carl Crouse, Canadian Union of Public Employees | Cumberland Health Authority | Karren Fader |
| Carol Gillis | Department of Health & Wellness | Kathy MacNeill |
| Capital Health | Department of Seniors | Kelly McKnight |

| | | |
|---|--|--|
| Margie Casallas | Nova Scotia Fisheries Sector Council | Shannex Centre for Excellence |
| Marilyn Hicks | Nova Scotia Office of Immigration | Sheila Rankin |
| Marlene Fairhurst-Voughan | Nova Scotia Residential Agencies Association | Shelburne Association Supporting Inclusion |
| Northwood Home Care Ltd. | Nova Scotia Tourism Human Resource Council | South Shore District Health Authority |
| Nova Scotia Automotive Human Resource Sector Council | Pam Shipley | Stephanie Lohnes |
| Nova Scotia Boatbuilders Association Nova Scotia College of Medical Laboratory Technologists | PEI Association for Newcomers to Canada PEI Health Sector Council | Support Services Society Richmond Villa Trucking Human Resource Sector Council |
| Nova Scotia Community College, Centre for Continuing Care Studies | Peter Church | Victoria County Home Support |
| Nova Scotia Construction Sector Council | Pictou County Health Authority | Victoria Haven Nursing Home |
| Nova Scotia Department of Community Services | Price-MacDonald & Associates | VON Eastern Region |
| Nova Scotia Department of Education Nova Scotia Department of Health & Wellness, Health Human Resources Nova Scotia Home Support Association Nova Scotia Department of Labour & Advanced Education Nova Scotia Nurses Union | Remy Suarez Richmond County Home School of Health Sciences Dalhousie University Scotia Nursing Homes Ltd. Service Canada | Wayne Talbot Windsor Elms Workers Compensation Board of Nova Scotia Wynn Park Villa |

While every effort has been made to acknowledge all parties that have contributed to the work of the Health Care Human Resource Sector Council during the 2011-2012 year, we apologize if there are any omissions.

For more information on the Health Care Human Resource Sector Council projects and activities, visit our website at www.hcsc.ca

The Health Care Human Resource Sector Council recognizes that strong ties with our sector stakeholders and partners affords the Council with the opportunity to be guided by and to truly reflect the human resource needs of the sector. Membership is without charge and provides you with the opportunity to receive our quarterly newsletter, lend your area of expertise to project advisory/steering committee(s) on a voluntary basis or through participation in survey/focus groups.

For additional information or to sign up for our free membership please contact our offices at

(902) 493-3098, email admin@hcsc.ca or

Fax this page to (902) 445-9572

Name _____

Mailing Address _____

Email Address _____





Health Care
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