

PROVINCIAL HEALTH WORKFORCE STEERING COMMITTEE
September 21, 2006: 1000 – 1600
T.C. Douglas Building

RECORD OF DECISIONS

Present:

Co-Chair: Bonnie Blakley, Executive Director, Workforce Planning Branch, Saskatchewan Health
 Susan Antosh, President and CEO, Saskatchewan Association of Health Organizations
 Donna Brunskill, Executive Director, Saskatchewan Registered Nurses Association
 Calvin Tant, President and CEO, Sun Country Health Region
 Dr. Dennis Gorecki, Dean, College of Pharmacy and Nutrition
 Bob Laurie, Service Employees International Union
 Dr. Stan Oleksinski, Family Physician, Saskatchewan Medical Association
 Cora Gajari, Senior Policy Analyst, First Nations and Metis Relations
 Maureen Johns Simpson, Superintendent, First Nations and Metis Education Branch, Saskatchewan Learning
 Margaret Whiteknife, CEO and Paulette Campbell, Capacity Development Advisor, Northern Inter-Tribal Health Authority
 Karen Newman, Director of Human Resources, Saskatoon Health Region
 Dr. Edward Tsoi, President, College of Physicians and Surgeons
 Suzanne Posnyiak, National Representative, Canadian Union of Public Employees
 Lauren Donnelly, ADM, Saskatchewan Health
 Lynn Digney Davis: Chief Nursing Officer Saskatchewan Health; Co-Chair Nursing Steering Committee

Regrets:

Co-Chair: Dr. Bonita Beatty, University of Saskatchewan – Indigenous Health Research Unit
 Dr. Liz Harrison, Associate Dean, School of Physiotherapy
 Michael Atkinson, V.P. of Academics, University of Saskatchewan

Absent:

HSAS Representative

1. Welcome and Introductions – Bonnie Blakley

- Members shared their thoughts and vision for this committee.
- Highlights of the Provincial Nursing Committee meeting were provided.

2. Terms of Reference

Decision:

- Terms of Reference were accepted with adjustments to be made.

Key Adjustments:

- Appointment is for 2-3 years to ensure some overlap. Members are to indicate their preference.
- No designates. If unable to come to the meeting, members are to review the materials in advance and provide input.
- Decision-making is per consensus.

3. Rules of Engagement

- Guidelines to assist the committee to work cooperatively and efficiently were discussed.
- A summary sheet will be circulated to members.

Decision:

- Materials handed out prior to the meeting are intended for members only and may be shared internal to members for information purposes and deliberations.
- Minutes will be shared with external groups once approved by the committee.

4. Health Human Resource Planning Model

- A Conceptual Framework for Health Human Resource Planning was discussed.
- Initiatives and priorities can be based on this model.
- Further information on the model will be provided for the committee.

5. Saskatchewan Statistics

- Information was reviewed by the committee.
- Members were asked to contribute any information and statistics that they may have access to and can share.
- Members noted specifically that there is a gap in statistics regarding health human resources for First Nations and Inuit Health as well as for physicians in Saskatchewan.

6. Criteria for Prioritizing Initiatives/Programs

- Prioritization will be assisted by the Health Human Resource Planning model.
- Members were asked to give thoughts to initiatives and prioritization for the next meeting.

7. Proposal Review

- The committee reviewed programs aimed at recruiting and retaining health workforce employees. Adjustments were made. Revised drafts will be provided for the committee to review prior to the next meeting.

7.1 Relocation GrantDecision:

- A relocation grant aimed at recruiting health workforce employees to Saskatchewan and to build capacity was approved to commence in conjunction with the official announcement of the recruitment agency.

Key Adjustments:

- Wording of Allied Health Professionals was changed to health workforce employees for both grants.
- Physicians are to be included as recipients of the grants unless they have received similar grants through other recruitment and retention programs.
- The Committee clarified that the return in service for any Saskatchewan Health grant is to be served consecutively (one after the other), not concurrently.
- All grants are for any health workforce positions with eligible employers.

Proposed Target:

- Target 100 health workforce employees over two years.

7.2 Conditional GrantDecision:

- A conditional grant aimed at recruiting health workforce employees to northern, rural, and hard to recruit positions in Saskatchewan and to build capacity was approved to commence in conjunction with the official announcement of the recruitment agency.

Key Adjustments:

- Funding will be for one or two years for individuals who accept a position in a northern, rural, or hard to recruit position.
- Additional funding will be for one or two years for individuals who accept a position AND move to reside in a northern, rural, or hard to recruit position.

Proposed Target:

- Target 100 health workforce employees over two years.

7.3 Funder's Incentive

Decision:

- Deferred: Table for further work.

Key Adjustments:

- Change title wording to read "Word of Mouth" grant.

7.4 Clinical Placement Strategy

Decision:

- Decision to move forward on the concepts outlined in this initiative.

7.5 Occupational Health and Safety

- Overview provided of the upcoming pilot initiative.

8. Summary of Deliberations

- Able to move action items after discussion.
- Allocated resources to help recruit health workforce providers moving to the province. Repatriates are welcomed into the province. New graduates are rewarded for staying in the province. Clinical placements add capacity.
- The recruitment and retention dollars are not intended for funding an increase in seat capacity. The committee may discuss seat capacity and provide thoughts and recommendations to those responsible for creating seat capacity in the province.

9. Roundtable

- The committee agreed that there was a feeling of belonging, good atmosphere, progress made, positive experience, good debate, frank and open discussion, good feedback, respect of each others views, good learning, great start, proactive work, diversity of the group that enriched the group, ability to take these strategies and make them meaningful and personal.
- The committee agreed that work must be done on long-term objectives.
- Members were pleased that First Nations have input.
- Potential meeting dates will be sent out.

Decision:

- The next meeting is to be held before the Provincial Nursing Committee meeting and to switch each time. As well, the location of the meetings will be switched between Regina, Saskatoon, and possibly PA.

10. Adjournment