

2096

Staff employed
at BCHS

311

Active
Volunteers

7.5

Average Years of
Service

63

Average
Retirement Age

40

Average Age of
Staff



RECRUITMENT & RETENTION

- 92 new external employees hired, including 20 new RNs
- Hired 11 new Clinical Externs
- Hired 8 employees through the New Graduate Guarantee Program
- Held on-site nursing hiring event in May, and hired 17 nurses
- 118 positions filled internally



ORGANIZATIONAL DEVELOPMENT

- 76 staff access the Centralized Education Fund, for a total of \$41,000 invested in professional development
- 85 students started a placement
- Staff Engagement survey results released

COMPENSATION & BENEFITS

- Achievement of various SEIU Pay Equity Maintenance project milestones

VOLUNTEER ENGAGEMENT

- Recruited 27 new volunteers
- 9366 volunteer hours worked
- Introduced "cuddler" role in the NICU and Paeds
- Held first volunteer recognition event since 2019

RECOGNITION & WELLNESS

- 336 staff/professional staff received Thumbs Up Awards
- The Peer Support program (PSP) celebrated its 1-year anniversary, and hosted an event for all staff with education sessions and drop-in hours to learn about resources offered
- PSP is now collaborating with Pet Therapy services to be offered to staff following a crisis and/or complex emergency code
- Physician Peer Support program currently being developed
- Planning underway for 2024 Summer Multicultural/Recognition BBQ



DIVERSITY, EQUITY, INCLUSION & BELONGING

- Hosted first-ever South Asian/Asian Heritage month events at BCHS, including memos, educational materials, a Bollywood dance class, features of staff highlighting cultural food in the Pulse, and adding South Asian and Asian treats to the Wellness Wagon
- Organized a Pride Month event, including the launch of pronoun buttons and pronoun emails
- Coordinated Indigenous History Month events, featuring staff highlights of Indigenous individuals, PFA's and an Indigenous marketplace



HEALTH & SAFETY

- Parklane now accessible on VSNet so staff can access offsite
- Partnership with IPAC on skin care pilot
- Quantitative fit testing now available onsite to expedite testing
- Partnership with CBI successful with a focus on expedited and safe return to work plans for staff



LABOUR RELATIONS

- Successful negotiations with the Ontario Physician Assistants (OPAA) bargaining unit and Respiratory Therapist local bargaining
- SEIU central bargaining completed



ON THE HORIZON..

- Staff recognition event planned for September
- Development of Emerging Leaders program underway, with plans to launch in Fall 2024
- Launching a Diversity, Equity, Inclusion & Belonging committee in Fall 2024
- Partnership with ARJO to enhance musculoskeletal prevention program to assist employees in safe work practices in Fall 2024
- Cultural Humility Training to be launched across the organization, launching in late Summer 2024
- Fireside Chats Part 2 to begin in Fall 2024, focused on how to continue our journey on cultural transformation
- Revitalized Leader Standard work to enhance and support leader visibility and access