

2024/2025

PEOPLE PLAN Q2 HIGHLIGHTS



2119

Staff employed
at BCHS

298

Active
Volunteers

7.61

Average Years of
Service

62

Average
Retirement Age

40

Average Age of
Staff



RECRUITMENT & RETENTION

- 96 new external employees hired, including 41 new RNs
- Hired 9 employees through the New Graduate Guarantee Program
- Held a hiring event specifically for our Emergency Department, and successfully hired 10 nurses
- 137 positions filled internally

COMPENSATION & BENEFITS

- OPSEU pay equity settlement reached
- Implementation of ONA RT Collective Agreement, which included retroactive wage adjustments, premium increases and benefit enhancements
- SEIU Local bargaining preparation underway



RECOGNITION & WELLNESS

- Recognition Committee in collaboration with DEI-B hosted a Summer Multicultural BBQ, and offered a wide variety of food vendors, and community vendors
- 266 staff/professional staff received Thumbs Up Awards
- Peer Support Program has been recognized for its outstanding work, winning 2 awards from the Healthcare Excellence Canada Innovation Challenge



HEALTH & SAFETY

- Partnership with ARJO to advance our MSK prevention program
- Partnership with Infection Control of roll out of new skin care products to clinical units
- Portacount purchased to enhance ability of Org Health to perform Quantitative fit testing



ORGANIZATIONAL DEVELOPMENT

- 57 staff access the Centralized Education Fund, for a total of \$32,000 invested in professional development
- 171 students started a placement
- Launch of pilot cohort of Emerging Leaders Program
- Civility and Respect workshop provided at Nursing Quality Council meeting

VOLUNTEER ENGAGEMENT

- Recruited 32 new volunteers
- 7456 volunteer hours worked
- New programs initiated on NICU and Pediatrics
- First volunteers successfully launched on the Willet Transitional Unit

DIVERSITY, EQUITY, INCLUSION & BELONGING

- Launched the first of 6 DEI-B E-Learning modules for all staff
- Delivered in-person training on inclusivity for leadership
- Introduced pronoun pins and email signatures
- Created more inclusive spaces by diversifying snacks on the wellness wagon to align with various cultural celebration dates
- Focused on enhancing cultural inclusivity in events, including the staff appreciation BBQ's, halal meal options, and a variety of snacks, including Indian tea

LABOUR RELATIONS

- Great work continues on minutes of settlement for the ED IAC recommendations - newly added staffing lines have been filled with 10+ new RNs starting
- Restructuring of the Clinical Educator team which included adding .5 permanent and removing 1 temporary FTE to better support professional practice

ON THE HORIZON..

- Staff Wellness event planned for October 16th in the Morrison Auditorium
- Staff Holiday event planning underway
- Reviewing innovative ways to improve internationally trained staff experience
- Creating a new monthly feature in ThePulse on Recruitment & Retention initiatives
- Quality improvements underway to support attendance management processes across the organization
- Rebranding of REACH Leadership Development Program
- Launching a Diversity, Equity, Inclusion & Belonging committee in Fall/Winter 2024 and sharing of results for the DEI-B Current State Report
- Fireside Chats Part II to begin late Fall/Winter 2024, focused on cultural transformation & improved employee engagement
- Revitalized Leader Standard Work to support leader visibility & access