

2024/2025

# PEOPLE PLAN Q3 HIGHLIGHTS



**2151**

Staff employed  
at BCHS

**298**

Active  
Volunteers

**7.61**

Average Years  
of Service

**62**

Average  
Retirement Age

**40**

Average Age of  
Staff

## RECRUITMENT & RETENTION

- 93 new external employees hired, including 44 new RNs
- Hired 7 employees through the New Graduate Guarantee Program
- 96 positions filled internally
- Attended multiple job fairs including the Nursing & Allied Health pop-up career fair and the G.R.E.A.T job fair on Six Nations
- Overall turnover has significantly improved

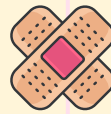


## ORGANIZATIONAL DEVELOPMENT

- 118 staff access the Centralized Education Fund, for a total of \$41,015 invested in professional development
- 25 students started a placement
- Cohort 1 of Emerging Leaders Program completed

## COMPENSATION & BENEFITS

- Implementation of SEIU Local Awards which included wage adjustments, meal allowance and uniform allowance
- Maintained OPSEU compensation parity with our Para Technical group which included retroactive compensation



## VOLUNTEER ENGAGEMENT

- Recruited 35 new volunteers
- Designed and ran Patient Interaction training sessions for Inpatient Unit volunteers
- Relocated the information desk to A-Wing and expanded hours of service
- Introduced our 6th and 7th therapy dogs to our Pet Therapy program
- Hosted first "Lattes with Leadership" event for volunteers to connect directly with Program Senior Leadership

## RECOGNITION & WELLNESS

- Hosted Holiday recognition events for BGH & TWH staff in partnership with the BGH cafeteria: Terrace Hill Bistro (Compass)
- Christmas Angels program supported 26 families, and donated over \$25,000 to families in our community
- Hosted Wellness Fair on October 16th with 22 vendors, and an estimated 300 attendees
- Peer Support Program is currently working on a Physician Peer Support program



## DIVERSITY, EQUITY, INCLUSION & BELONGING

- Celebrated Diwali at BCHS for the first time, with over 100 people in attendance
- Supported our Community and BBNOHT Partners, and hosted 11 organizations for an in-person training session

## HEALTH & SAFETY

- Ordered 3 new lifts to support patient and staff needs for ambulation/positioning
- Partnership with Arjo to provide monthly Musculoskeletal safety huddle
- Collaboration with Org Health and Environmental Services - information provided at huddles related to illicit drugs and safe cleaning of areas where illicit substances found/used
- Safety talk huddles rolled out December 2024



## LABOUR RELATIONS

- Successfully bargained local Collective Agreement with SEIU
- Clinical Scholar positions have been made permanent
- Secured funding to increase staffing in various departments that were below benchmark
- Cessation of double-time and agency usage



## ON THE HORIZON..

- Launching the remaining 4 DEI-B modules to all staff in January
- Launching new I-Belong campaign
- Revitalized Attendance Management program to address high sick time
- Emerging leaders cohort #2
- Service awards actively being planned
- Focus on vacation management to ensure staff taking annual entitlements
- Continue to seek staff feedback on improving the employee experience through virtual suggestion box