

# Saskatchewan's Health Human Resources Plan

## Executive Summary

*Saskatchewan's Health Human Resources Plan* provides Saskatchewan with a common vision and broad policy guidelines that will inform the health human resources strategies, policies, programs and priorities of government, health regions, the Saskatchewan Cancer Agency, educational institutes, and other health organizations. The plan is not a service delivery plan for the health system; however, knowing the potential availability and demand for health human resources, it can help these organizations in planning and developing future service delivery options that meet the health needs of our population with an adequate supply and mix of care providers.

**The plan is founded on four key goals for Saskatchewan's health workforce:**

**1. Patient- and Family-Centred Care Providers**

*Our Goal: That all health care professionals in Saskatchewan understand patient- and family-centred care and apply it in practice.*

**2. Collaborative, Interprofessional Practices**

*Our Goal: That the province receives the full benefit of its health care providers by utilizing them to their full and appropriate scopes of practice and working in collaborative teams supporting the continuum of care.*

**3. Positive, Productive, and Safe Workplaces**

*Our Goal: That health care workplaces are productive, safe, and enable excellence in care.*

**4. A Sufficient Number and Mix of Health Care Professionals**

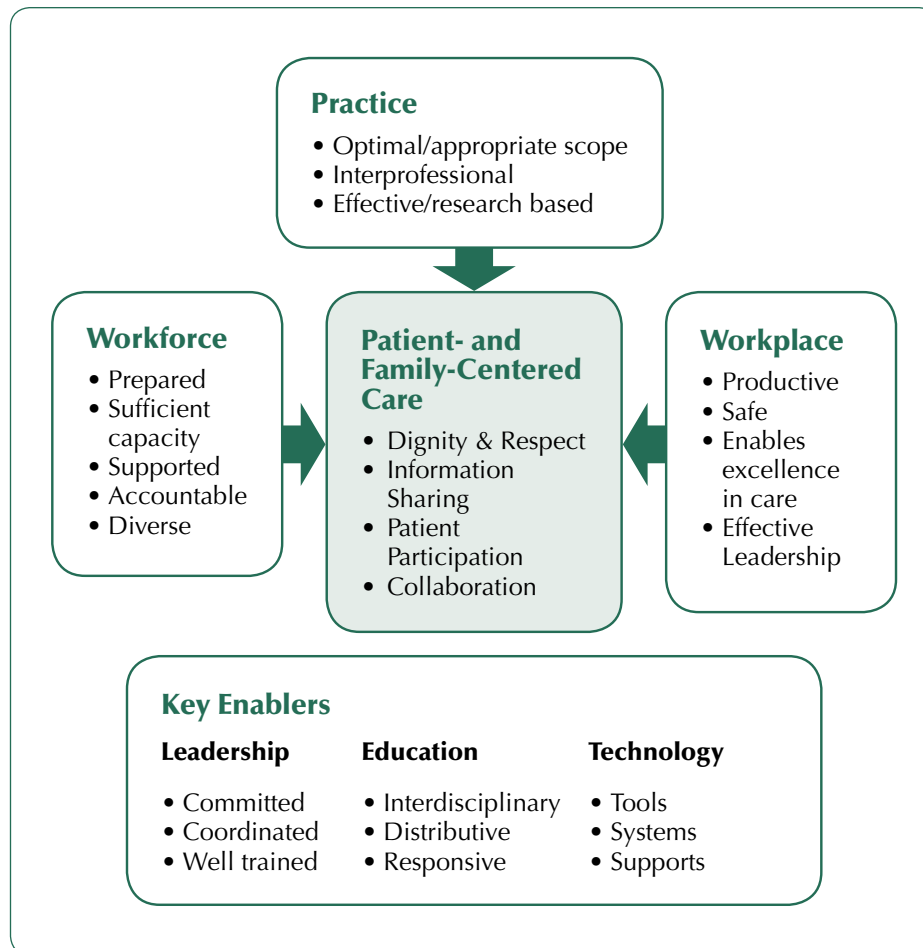
*Our Goal: That Saskatchewan's health care system anticipates its future and recruits, prepares, and retains its workforce accordingly.*

In the next 10 years, Saskatchewan's health workforce will:

- *Centre its efforts around patients and their families.* This will have implications for how medical and health care students are educated and trained, and for how services are planned, structured, and delivered.
- *Feature a growing number of collaborative care models and practices.* When health care practitioners and providers work closely in teams, communication and information-sharing is improved, workplace environments are enhanced, and patients experience higher quality, safer, better coordinated care.
- *Enable providers to work to their full scope of practice.* This will optimize their benefit to patients and lead to a more satisfying workplace environment.

The diagram below illustrates the vision for Saskatchewan's health workforce.

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### Key Enablers and Actions

A number of key enablers and actions can help Saskatchewan accomplish its health human resources goals. Listed below are some options that were raised during the development of the plan and from various reports and research concerning planning for health human resources.

- Establish a common, system-wide understanding of patient- and family-centred care – its definition, core values, application, and framework.
- Clarify stakeholders' future roles, responsibilities, and accountabilities for health human resources planning. Improve processes/forums that allow the government and other impacted organizations to better establish priorities and investments regarding the education and utilization of health providers.
- Create capacity within Saskatchewan to become a leader in Canada for training a health workforce to provide health services for First Nations/Métis peoples.

- Create capacity within Saskatchewan to be a leader in training a health care workforce to provide health services in rural, remote and northern communities.
- Educate and train the workforce on interprofessional practice and collaborative care team development.
- Develop a process to optimize competencies and scopes of practice of health care providers while focusing on quality assurance.
- Implement evidence-based quality workplace strategies and create a culture where leadership is a shared responsibility.
- Improve the relationship between health employers and unions by working together in a more collaborative way.
- Enhance productivity and management capacity by improving scheduling, health human resources planning, and human resources information systems.
- Refine and improve upon the human resources forecasting tools to anticipate supply and link demand with population needs.

## **Appendices to *Saskatchewan's Health Human Resources Plan***

### **Appendix A**

Appendix A offers a more detailed list of options for moving forward.

### **Appendix B**

Appendix B summarizes the planning and demographic assumptions that were used to guide the development of *Saskatchewan's Health Human Resources Plan* over the next 10 years. This appendix provides a summary of the size of the health workforce and demographic breakdowns of different health care provider groups. The forecasting methodology and planning assumptions utilized by the Ministry is described and projects the potential need for various health providers over the next 10 years assuming care is still delivered and managed in the same manner in 10 years as it is today. Changes to the delivery of care will impact the number of providers projected in the future and will require ongoing forecasting. An assessment process is provided to help the province and health employers determine if there is a need to add new health care professionals to our system. Appendix B also contains additional information related to the Northern Health Strategy.

### **Appendix C**

Appendix C provides profiles of various health care occupations regarding the number of providers in the occupation, the educational requirements to enter the occupation, as well as a breakdown by age and gender of each provider group (where the information is available).

*To view the appendices please visit our website at:*

**[www.health.gov.sk.ca/hhr-plan](http://www.health.gov.sk.ca/hhr-plan)**

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