



Health Human Resources Action Plan

Progress Report - November 2022

Saskatchewan's Health Human Resources (HHR) Action Plan continues to make progress in a number of important areas under the four pillars, recruit, train, incentivize and retain more health care workers.

This plan will invest over \$60 million and add more than 1,000 health professionals into the health system over the next few years to stabilize health services across the province and build a stronger, more sustainable health-care workforce.

Recruit

- **Mission to the Philippines, November 28 - December 2:**

- » The in-person mission will focus on recruitment of qualified health-care workers including registered nurses, continuing care assistants and other high priority professions.
- » The delegation will host a series of information sessions for hundreds of Filipino health-care workers interested in moving to Saskatchewan. Sessions will assist potential recruits with the licensing and regulatory process, immigration process, relocation supports and other information.

- » The SHA will conduct in-person interviews with the goal of extending conditional job offers to qualified candidates.
- » An interactive web page [Saskatchewan.ca/HHR-Philippines](https://saskatchewan.ca/HHR-Philippines) dedicated to the mission has generated a high level of interest among a Philippine audience. About 3,000 applications have been received for the information sessions and over 1600 registrations have been confirmed to attend.

- **Four Ukrainian newcomers have been hired** into the health-care workforce.
- **20 offers have been extended by the SHA to candidates from the Philippines** for Continuing Care Assistant positions and two for Medical Lab Assistant positions.
- **70 Registered Nurse (RN) candidates from the Philippines have begun the process to join Saskatchewan's workforce.** An additional 40 Filipino applicants are working through the process with the assistance of Saskatchewan experts and officials.
- **A Navigator has been hired to assist internationally educated health-care workers** with potential career opportunities, settlement and orientation. Three more navigators will join the team in the upcoming weeks.

Train

- SHA has interviewed and provided conditional letters of offers to six internationally trained nurses (IENs) already in Saskatchewan who commenced the bridging program mid-November.
- Thousands of students from across the province attended the “See Your Future” - Education and Career Fairs in Saskatoon in November to learn about careers and training opportunities post-graduation.

Incentivize

- Four health-care workers have been awarded incentive packages of up to \$50,000 over three years for a return-of-service agreement in Meadow Lake, Wilkie, Kamsack, and Weyburn. This is part of the Rural and Remote Recruitment Incentive that aims to attract new employees to targeted positions in rural and remote areas.
- The Ministry of Health has approved 111 Clinical Placement Bursaries for students in an eligible health discipline between April and November 2022.
- The SHA actively engages regularly with nursing students by providing updates, creating connections, in-person engagement events and more recently the new Grad Nurse Expression of Interest.

Retain

- Progress has been made in implementing new full-time positions and expanding part-time positions to full-time positions in nine high-priority classifications in rural and remote locations experiencing service disruptions.
 - » 66 positions have been staffed.
 - » 64 positions are in the hiring process.
 - » Watrous, Kipling and Big River have been added to the list of eligible locations. There are now a total of 50 rural and remote locations targeted for additional staffing.
- The peer-to-peer clinical support program and staff retention programs are currently being developed.
- Delegates and physician recruiters attended the national Family Medicine and Psychiatry recruitment fairs in Ontario in November.

Details on health-care opportunities, how to access them and more information on province’s Health Human Resources Action Plan are available at saskatchewan.ca/HHR.