



HEALTH CARE

HUMAN RESOURCE SECTOR COUNCIL



Health Care
Human Resource Sector Council

2012-2013
ANNUAL REPORT



MISSION STATEMENT

The Health Care Human Resource Sector Council is committed to providing objective focus, research, innovation and collaborative linkages to assist others in addressing sector-wide health human resources challenges in Nova Scotia.

VISION STATEMENT

The Health Care Human Resource Sector Council demonstrates excellence in health human resource research and innovation in knowledge generation and translation, and is recognized for its contributions resulting in a viable well-trained health care workforce within a quality health care system.

STRATEGIC DIRECTIONS

- Contribute to a quality, sustainable health human resource.
- Contribute to a skilled and competent, including culturally competent, work force through standardized and accessible training and education.
- Promote viable and respected careers in healthcare.
- Leadership in health human resource research and knowledge transfer.
- Promote the strength of diversity and cultural competency in health care.

CHAIRPERSON'S MESSAGE 2012-2013

The Health Care Sector Council has had another very successful year. Our partnership with Provincial and Atlantic connections continue to flourish with our Executive Director representing Council interests and at the same time supporting the efforts of other initiatives such as the PEI Leadership Development for International Workers. Our leadership training in Nova Scotia has been so successful that we are now receiving requests to expand our target audiences and share our resources with other sectors. This is definitely an indicator of success.

The Board of the Council is seeing a major turnover in membership this year. One of our longest standing members, Marlene MacLellan, has just completed her term of office and has served on the council for 10 years. Linda Corkum, who started with the board as the WCB representative and seems to have been with us from the beginning as one of our strongest supporters, is completing her term as Past Chair this year and will be stepping down after 10 years of service on the board during which she served in several executive positions including Chair.

Other members who are completing their terms include Judy LaPierre and Louise Boudreau. We thank our outgoing members for their years of service to the Council and the support they have shown for the healthcare sector. We are very pleased to welcome our new members to the Council who bring a broad range of experience and represent a variety of areas within the health care sector.

I would like to thank all the Board Members for their continued support for the work of the Council and the expertise they bring to the table. I also want to give special thanks to Janet Everest our Executive Director for her continued dedication and enthusiasm in seeing the potential of the Council and for the continued development and expansion of our Council's mandate. Also a thank you to the support staff of the Board who assist us with every meeting and the day to day work of the Council—Renee Downs, Roswell James, Lisa Purcell and Terri Westhaver.

I will be stepping down this year as Chair of the Board and will now assume the position as Past Chair. It has been an exciting 2 years. The council has achieved a high level of financial viability over the past few years and we continue to see opportunity for new partnerships in enhancing the capacity of the Nova Scotia health sector workforce.



Andrea Leonard
Chairperson

EXECUTIVE DIRECTOR'S MESSAGE 2012-2013

As Executive Director of the Health Care Human Resource Sector Council, it is my pleasure to provide the following overview of the Council's activities over the 2012-2013 year. Since its inception in 1999, the Council has met its mission through innovation and collaborative linkages which are reflected in this year's achievements.

Achievements for the year included:

In the first year of funding under the Department of Labour and Advanced Education, Workplace Initiatives Skills and Learning Branch, AISC 3 Year Sector Council Program, the Council:

- Completed three health career videos; Medical Laboratory Technologists, Physical Therapists and Audiologists (English and French);
- Working in collaboration with the Project Advisory Committee and the Department of Labour and Advanced Education, re-launched the Council website for Health Careers and employer resources;
- Working in collaboration with a Project Resource Committee, developed the framework for the Responsive Leadership for a Diverse Workplace—Nova Scotia Health Sector Employers, a collaborative attribute based leadership program based on the Responsive Leadership for a Diverse Workplace—PEI Health Sector Council Model;
- Continued to bring together sector stakeholders to inform the Council's work and identify linkages for collaboration to increase the health sector's human resource capacity through the HR Navigator project;
- Working in partnership with the IWK/District Health Authorities, Workers Compensation Board of Nova Scotia and AWARE-NS entered into the Soteria Strains project, a NS health care strategy for the prevention of musculoskeletal injuries (strains and sprains) related to patient lift, transfer and repositioning.
- Forty-two leaders from the Nova Scotia Continuing Care Sector completed the Responsive Leadership Program for Continuing Care Nova Scotia delivered in Port Hawkesbury, Truro and Yarmouth resulting in over eighty-five continuing care sector leaders completing the program in three deliveries pan provincial.
- Working in collaboration with the PEI Health Sector Council, developed and co-facilitated the four session pilot of the Responsive Leadership for a Diverse Workplace program to 16 health leaders in Prince Edward Island under the IEHPI Atlantic Connection project umbrella.

None of this would be possible without the support of our sector stakeholders who serve as our compass to ensure we are moving in the right direction, our funders Health Canada, Department of Labour and Advanced Education and WIPSI Workplace Innovation and Productivity Skills Initiative and our project partners.



Janet Everest
Executive Director



OUR 2012-2013 ACCOMPLISHMENTS

THREE-YEAR SECTOR COUNCIL FUNDING PILOT PROJECT (2012 - 2015)

In June 2012 the Council signed a Letter of Agreement with the Workplace Initiatives Skills and Learning Branch of the Department of Labour and Advanced Education for the period 2012-2015 to support project work in the areas of Human Resource Management, Diversity in the Workplace, career resources and building leadership capacity in the Nova Scotia Health Sector with a focus on small and medium size organizations.

This work builds on the work of the HR Navigator projects over the past several years which informed the priority HR areas of concern to the sector and resulted in the Health Careers website www.hcsc.ca.

Building on the collaborative Responsive Leadership for a Diverse Workplace model in PEI, the Council developed in collaboration with a stakeholder representative Project Resource Committee, developed the Responsive Leadership for a Diverse Workplace, Nova Scotia Health and Community Services sectors which will pilot in 2013-2014.



DELIVERY OF THE RESPONSIVE LEADERSHIP PROGRAM REGIONALLY TO CONTINUING CARE NOVA SCOTIA ORGANIZATIONS.

With funding support from the Department of Economic and Rural Development and Tourism, Workplace Innovation and Productivity Skills Incentive (WIPSI) program over the period February 2012 – February 2013, the Council delivered 3 regional programs to 45 Continuing Care Nova Scotia senior leaders, managers and supervisors in Cape Breton, North Shore Nova Scotia, and South Shore regions, to support the human resource capacity in continuing care organizations through leadership development.

This represented the third offering of the Responsive Leadership in Continuing Care program over the past several years, resulting in over 90 continuing care leaders having received certificates of completion.

IEHP: ATLANTIC CONNECTION

Under letter of agreement with AACHR (Atlantic Advisory Committee for Health Human Resources) the Council serves as Agent and holds a five-year contribution agreement effective 2011 with Health Canada to fund the following projects pan Atlantic under the Atlantic Connection umbrella:

- Facilitate Leadership Development Activities for Communities and Employers of IEHPs (Internationally Educated Health Professionals) on Prince Edward Island;
 - a. Prince Edward Island Health Care Sector Council;
 - b. Prince Edward Island Association for Newcomers to Canada;
- Bridging program for Medical Laboratory Technologists (MLTs)—New Brunswick College of Medical Laboratory Technologists;
- Enhancing NANB’s (Nurses Association of New Brunswick) Capacity to Provide a Comprehensive and Sustainable Process for the Assessment and Successful Integration of Anglophone and Francophone IENs into the New Brunswick Workforce;
- SARTS—Self Assessment Readiness Tools for IEHPs.

RESPONSIVE LEADERSHIP FOR A DIVERSE WORKPLACE PEI HEALTH SECTOR COUNCIL

The Council worked in collaboration with the PEI Health Sector Council in the development and facilitation of the four module pilot of Responsive Leadership for a Diverse Workplace program for front line managers/supervisors in the PEI Health Sector. The project was one component of the Facilitate Leadership Development IEHPI Atlantic Connection projects funded by Health Canada. Sixteen participants received certificates of completion with a very positive evaluation of the program, resulting in approval of a second offering as well as the development and delivery of a Responsive Leadership for Diverse Communities in PEI project in 2013-2014.

SOTERIA STRAINS PROJECT

The Soteria Strains project, funded under the three-year Sector Council Program, is a Nova Scotia health care strategy for the prevention of musculoskeletal injuries (strains and sprains) related to patient lift, transfer and repositioning. Soteria Strains is led by the IWK/District Health Authorities (DHAs), in partnership with the Workers Compensation Board of NS (WCB), the Health Care Human Resource Sector Council and AWARE-NS.

The Soteria Strains work plan will lead to the development of a multi-factorial program and implementation guide for safe patient lift, transfer and repositioning. This will be a ‘made in Nova Scotia’ solution that works in our health care workplaces.

The learnings and process improvements from Soteria Strains will be shared with all health care sub-sectors in Nova Scotia. The goal is to achieve safer health care workplaces.

THANK YOU TO OUR 2012-2013 AGM GUEST SPEAKERS



FRANCES MARTIN

Associate Deputy Minister

Nova Scotia Department of Health and Wellness

Ms. Martin shared remarks on behalf of the Minister of Department of Health and Wellness, David Wilson.

In her remarks, she spoke to the Better Care Sooner being undertaken by the Department. Better Care Sooner is a plan to improve emergency care in Nova Scotia by keeping emergency rooms open, reducing patient wait times and providing better health care for Nova Scotians and their families. She spoke to the role of the Council in working towards a sustainable, competent workforce to meet the current and evolving human resource needs of the sector.



SANDY MATHESON

Acting Executive Director
PEI Health Sector Council

Ms. Matheson provided an overview of the Responsive Leadership for a Diverse Workplace Program pilot delivery, including a summary of the evaluation results which reflected a very positive response to the program by all 16 participants. This program was made possible through the Atlantic Connection project funding.

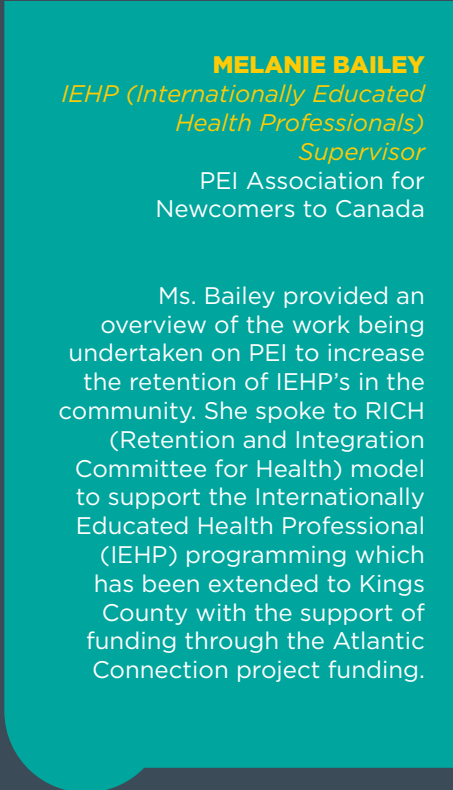


LISA JACKSON

Director, Inside Sales

CoursePark Learning Services
Bludrop Performance Learning

Ms. Jackson provided an overview of the HR Toolkit sponsored through the Department of Labour and Advanced Education Workforce Initiatives Branch. The toolkit is an online resource for information and tools for small and medium sized employers in Nova Scotia to get tips on practical guides, checklists, downloadable templates, and links to other relevant resources that assist employers to find, keep and develop valued employees.



MELANIE BAILEY

IEHP (Internationally Educated Health Professionals)
Supervisor

PEI Association for
Newcomers to Canada

Ms. Bailey provided an overview of the work being undertaken on PEI to increase the retention of IEHP's in the community. She spoke to RICH (Retention and Integration Committee for Health) model to support the Internationally Educated Health Professional (IEHP) programming which has been extended to Kings County with the support of funding through the Atlantic Connection project funding.



THANK YOU TO OUR STAKEHOLDER SHOWCASE



CONSEIL DE DÉVELOPPEMENT ÉCONOMIQUE
DE LA NOUVELLE-ÉCOSSE (CDÉNÉ)
CONSORTIUM NATIONAL DE FORMATION
EN SANTÉ
www.cdene.ns.ca



PEI ASSOCIATION FOR NEWCOMERS
TO CANADA
www.peianc.com



DEPARTMENT OF LABOUR AND ADVANCED
EDUCATION, WORKPLACE INITIATIVES BRANCH
www.novascotia.ca/lae



AWARE-NS
NOVA SCOTIA HEALTH AND COMMUNITY
SERVICES SAFETY ASSOCIATION
www.awarens.ca



FUTUREWORX SOCIETY
www.futureworx.ca



IMMIGRANT SETTLEMENT AND
INTEGRATION SERVICES (ISIS)
www.isisns.ca



ATLANTIC CONNECTION STEERING
COMMITTEE—IEHPI PROJECTS
www.atlanticcanadahealthcare.com



NORTHWOOD GROUP OF COMPANIES,
HUMAN RESOURCES
www.nwoodns.ca



SOTERIA STRAINS PROJECT
www.soteriahealth.ca



O2 PROGRAM
NOVA SCOTIA DEPARTMENT OF EDUCATION AND
EARLY CHILDHOOD DEVELOPMENT
www.ednet.ns.ca/o2



WORKERS' COMPENSATION BOARD OF
NOVA SCOTIA
www.wcb.ns.ca

2012-13 AGM



BECOME A MEMBER

The Health Care Human Resource Sector Council recognizes that strong ties with our sector stakeholders and partners affords the Council with the opportunity to be guided by and to truly reflect the human resource needs of the sector. Membership is without charge and provides you with the opportunity to receive our quarterly newsletter, lend your area of expertise to project advisory/steering committee(s) on a voluntary basis or through participation in survey/focus groups.

For more information on the Health Care Human Resource Sector Council projects and activities, visit our website at www.hcsc.ca

To become a member please contact our office at:

(902) 493-3098 | admin@hcsc.ca
Or fax this page to (902) 445-9572

380 Bedford Highway | Hawthorne Business Centre
Halifax, Nova Scotia | B3M 2L4

NAME:

MAILING ADDRESS:

EMAIL ADDRESS:

HEALTH CARE HUMAN RESOURCE SECTOR COUNCIL

STATEMENT OF OPERATIONS AND CHANGE IN NET ASSETS YEAR ENDED MARCH 31, 2013

	(Unaudited) Budget	2013	2012
Revenue			
Council of Atlantic Premiers	\$ -	\$ -	\$ 75,000
Department of Economic and Rural Development	56,940	56,940	-
Department of Health-Federal	-	74,070	511,152
Department of Health-Federal project of administration fees (note 5)	50,000	50,569	42,332
Department of Health-Provincial	11,900	17,900	59,139
Department of Labour and Advanced Education	127,500	250,376	168,918
Other income	26,220	23,940	23,099
	<u>272,560</u>	<u>473,795</u>	<u>879,640</u>
Expenditures			
Advertising, promotion and printing	3,000	1,187	6,585
Committee expenses	6,952	7,654	6,685
Consultants	111,339	286,361	669,624
Insurance	3,501	3,255	3,580
Interest and bank charges	2,267	1,191	994
Office	6,764	3,652	4,388
Professional fees	16,324	18,397	18,322
Rent	22,475	21,290	21,384
Reports and publications	-	3,008	-
Salaries and benefits	87,563	103,781	113,848
Staff training	-	3,670	727
Telephone	4,235	2,547	3,078
Travel	8,140	7,161	9,831
	<u>272,560</u>	<u>463,154</u>	<u>859,046</u>
Excess (deficiency) of revenues over expenditures	<u>\$ -</u>	<u>10,641</u>	<u>20,594</u>
Net assets, beginning of year		<u>58,884</u>	<u>38,290</u>
Net assets, end of year		<u>\$ 69,525</u>	<u>\$ 58,884</u>

2012-2013 BOARD OF DIRECTORS AND STAFF



DIRECTORS

CHAIRPERSON

Andrea Leonard

Representing Home Support
Appointed by Home Support Nova Scotia

VICE CHAIRPERSON

Caroline Campbell

Representing Home Care
Appointed by Victoria Order of Nurses

SECRETARY

Chris VanZoost

Representing Nova Scotia Nurses Union
Appointed by Nova Scotia Nurses Union

TREASURER

Shannon McLellan

Representing Community Based Options
Appointed by NS Residential Agencies

PAST CHAIRPERSON

Linda Corkum

Carrie MacIsaac

Representing Acute Care/HANS

Janice Jones

Representing Allied
Health Professionals

Mary Ellen Pittoello

Representing Adult
Residential Centres
Regional Rehabilitation

Helen Walsh

Representing Nursing Homes
Homes for the Ages

STAFF

Janet Everest

Executive Director

Renee Downs

Project Support

Lisa Purcell

HR Navigator

Terri Westhaver

Administration
Co-ordinator

RESOURCE MEMBERS

Louise Boudreau

Nova Scotia Department of
Labour and Advanced Education

Wade Hynes

Workers' Compensation Board

Pamela Jones

Nova Scotia Department of
Health and Wellness

Judy LaPierre

Nova Scotia Department
of Community Services

Jamie Hartling

Private Colleges of Nova Scotia

Marlene MacLellan

Nova Scotia Community College

Charlene Thomas

Pictou County Health
Authority

Mohamed Yaffa

Capital District Health
Authority



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