



Health Human Resources Action Plan

September 2022

EMERGENCY

"Working in the La Loche Health Centre is rewarding. The community is so thankful for its health care team"

Charry Escalada, Internationally trained RN
2008-09 Philippines Recruitment Mission



Photos courtesy of Saskatchewan
Health Authority and Tourism Saskatchewan

Health Human Resources Action Plan

Recruit • Train • Incentivize • Retain

Saskatchewan has developed a four-point Action Plan that accelerates efforts to attract and retain healthcare workers. The plan outlines four pillars guiding solutions to address the current challenges and build a stronger, more sustainable healthcare workforce.

The province is ramping up efforts and timelines to attract and welcome healthcare professionals from home and abroad.

We are also increasing awareness of programs currently available for Saskatchewan students and residents interested in a healthcare career.

Over \$60 million will be invested in this Action Plan.

Investing in
our workforce.
Strengthening
Healthcare.



Recruitment

There is an immediate need to accelerate and broaden recruitment efforts to address staffing shortages, and support a steady supply of healthcare workers into the future.

In the next two years, we are targeting recruitment of up to an estimated 850 internationally educated healthcare workers.



Training

Expanding health sciences education and professional development opportunities for domestic students, and accelerating training and licensure for internationally educated healthcare workers are key elements of the plan to bolster the healthcare workforce.



Incentives

Offering an attractive suite of incentives to recruit and retain health care workers is essential in remaining competitive.

For example, introduction of incentive packages of up to \$50,000 over three years for return-to-service agreements to keep hard-to-recruit and rural or remote positions filled.



Retention

Retention strategies play an important role in promoting the rewarding benefits of a career in healthcare and retaining our healthcare workers within the province.

Once operational, the Saskatchewan Healthcare Recruitment Agency will recruit health professionals for high demand and hard-to-fill positions, including physicians, nurses, and continuing care assistants.

Recruitment

Actions include:

- **Recruitment of hundreds of internationally educated healthcare (IEH) workers** from overseas, such as the Philippines, as well as Ukrainian newcomers interested to work in the healthcare sector.
- **A call for unlicensed Saskatchewan and/or Canadian residents** who are internationally trained or experienced in health care. These individuals may qualify for future training or employment to join Saskatchewan's health care workforce. A web form to register is available at www.saskatchewan.ca/HHR.
- **Starting this fall, health system navigators** will help IEH workers with moving into healthcare positions, settlement and orientation.
- **A recruitment plan for additional markets will target** people with strong ties to Saskatchewan, advancing government-to-government partnerships. This work is in coordination with the SHA's participation in career fairs, hiring events, and post-secondary engagement to attract qualified candidates.
- Government of Saskatchewan is negotiating a **Memorandum of Understanding (MOU)** with the Government of the Philippines on the Recruitment of Filipino Healthcare Professionals.
- Senior officials will lead an important **healthcare recruitment mission to the Philippines this fall** to promote available opportunities for working in Saskatchewan. The missions will serve to strengthen bilateral relations between the two governments, reinforce commitments such as Saskatchewan's ethical recruitment initiatives, and promote the province as a destination of choice to work for healthcare workers.
- **A marketing information campaign to attract healthcare workers** will launch in October 2022

Saskatchewan strives to be a destination of choice for healthcare professionals.

**Fall 2022
Philippines
Recruitment
Mission**

Training

Actions include:

- **A 150 nursing seat expansion** this fall through the University of Saskatchewan, University of Regina and Saskatchewan Polytechnic.
- **A streamlined and accelerated training, assessment and licensure pathway for internationally educated nurses** for overseas recruits will begin in Fall 2022.
- **Develop training pathways for high school students** to enter careers in the health sector.
- **Identify further opportunities with post-secondary partners** to meet the training needs of health sector recruitment.
- **Further advance connections with Indigenous technical institutes** such as Gabriel Dumont Institute, First Nations University of Canada and Saskatchewan Indian Institute of Technologies (SIIT).

**150
new nursing
seats**

Saskatchewan is committed to broadening its training and education system to build workforce stability to meet the unique and long-term needs of our provincial health system.



Lac La Ronge Provincial Park; Photo credit: Tourism Saskatchewan/Paul Austring

Incentives

One of the
top incentive
packages
nationally

Actions include:

- Introduction of new incentive packages of up to \$50,000 over three years for a return-of-service agreement for hard-to-recruit positions, mainly in rural and remote areas.
- Financial incentives already in place, including:
 - » The [Student Loan Forgiveness Program](#) providing up to \$20,000 for nurses and nurse practitioners who practice in rural or remote communities;
 - » The [Graduate Retention Program](#) providing income tax credits of up to \$20,000 to graduates of eligible post-secondary programs who live and work in Saskatchewan.
 - » The [Final Clinical Placement Bursary](#) offered to students in an eligible health discipline that requires the completion of a final clinical placement as part of training.
- Training, licensing, and relocation supports for internationally educated healthcare workers arriving from overseas and those currently living in the province.
- Creation of a one-stop [website](#) to promote existing incentives and support programs including financial supports.
- Improve connections to jobs for nursing grads and offer jobs upon graduation.

***To remain competitive,
Saskatchewan will ensure incentives
are attracting and retaining the
best healthcare workforce in Canada.***

Retention

250
new full-time
positions
added

Actions include:

- Adding 100 new full-time positions for rural and remote areas in professional areas including Registered Nurses, Continuing Care Assistants, Licensed Practical Nurses, Combined Lab and X-Ray Technician and others.
- Converting 150 part-time positions to full-time permanent positions for rural and remote areas in these professional classifications.
- The SHA will advance new mentorship programming; enhance peer-to-peer support programming; support continuous learning and development pathways; and create additional programming to support employee well-being and resiliency.
- Expanding Registered Nurses (RN) Multi-Site Positions. RNs will have a home base and travel to multiple locations to deliver services.
- \$3.5 million for physician recruitment and retention initiatives, particularly targeting family physicians working in rural areas of the province.
- In 2022-23, the SHA will work with partners to develop a First Nations and Métis recruitment and retention strategy.
- Government will work with our partners to identify flexible staffing approaches that will assist in areas of short-term disruption or unexpected absences.
- Saskatchewan will continue to invest in the resiliency and well-being of its valued healthcare workforce while ensuring the best patient care.
- Commitment to developing and implementing a representative, diverse and inclusive workforce.

Hunting, near Ceylon, SK; Photo credit:
Tourism Saskatchewan/Greg Huszar Photography

Saskatchewan Healthcare Recruitment Agency (SHRA)

The new Agency has been established and the search for a CEO is underway. The Agency will have a pivotal role in coordinating and collaborating with stakeholders such as the Saskatchewan Health Authority (SHA), partner agencies, ministries and local communities to accelerate the implementation of recruitment initiatives.

The scope of the SHRA include the coordination of provincial level recruitment and retention efforts of physicians, nurses and other health professionals. An initial Board consisting of the Deputy Minister of Health and the SHA's Interim Chief Executive Officer (CEO) has been appointed to begin establishing the agency, including the recruitment of a CEO and future Board members.

Healthcare workers and others interested in a health career in Saskatchewan can email their inquiries to: HHR@health.gov.sk.ca.

For more information, visit saskatchewan.ca/HHR.

