

HEALTH HUMAN RESOURCE ACTION PLAN

The Health Human Resource Action Plan will invest close to \$400 million to retain, train and recruit health-care providers throughout Manitoba.

Opportunities for paramedics - new

Expanded training and career advancement opportunities will be offered to paramedics in rural and northern Manitoba, building on the recent ratification of a new collective agreement with the Manitoba Association of Health Care Professionals that provides a number of fiscal and non-fiscal improvements, including general wage and market adjustments. The new investments in this area include:

- A paid refresher course for licensed advanced care paramedics (ACPs) in Shared Health's workforce. The opportunity (with paid tuition, books and living allowance when travel to Winnipeg is required) will support paramedics who participate in this course over the next two years as they prepare to resume practice at this level. Approximately 32 Shared Health paramedics currently hold an ACP certificate of practice.
- Red River College Polytechnic will be offering 16 ACP seats each academic year, allowing paramedics the opportunity to advance their skills. Paramedics employed by Shared Health will be eligible for subsidized tuition and books, as well as living expenses when travel to Winnipeg is required.
- The introduction of 10 new community paramedicine units in rural and northern communities. This builds upon the model already in place in Winnipeg, where paramedics develop individualized treatment plans for frequent users of emergency response services (ERS) and link them with appropriate services and supports.
- The creation of clinical service leader (CSL) positions within 11 new rapid response units located strategically in rural and northern areas of the province. Staffed primarily by advanced care paramedics, these CSLs will provide clinical expertise and support to their colleagues, similar to clinical resource models found in nursing and allied health professions. CSLs will be deployed in rapid response units, which are non-patient transporting vehicles (like SUVs) fully equipped to support a high level of care.
- The reintroduction and growth of ACPs in rural Manitoba, fully supported by the ERS leadership team to ensure staff can maintain clinical competency as members of these highly specialized teams.

Staff wellness – new

As part of a renewed emphasis on staff wellness, a new chief wellness officer position will be created within the health-care system. The chief wellness officer will lead the development and implementation of a provincial health workforce wellness plan that will include measurable key performance indicators, policies and training tools. The plan will also establish internal and external partnerships to promote healthy workplaces.

Practice-ready assessments for physicians – new

This initiative is intended to increase the number of physicians through the creation of a pre-practice assessment fellowship program for international medical graduates. Under this program, candidates would be employed by Shared Health and, after a one-year fellowship, progress through an assessment program to determine eligibility for entry into practice.

Professional testing supports for internationally educated nurses – new

This initiative will support the rapid and safe integration of internationally educated nurses (IENs) and retired nurses into the workplace, by facilitating competency assessments and gap training through bridging and re-entry programs. Professional testing will focus on non-permanent status IENs and retired domestically trained nurses who are re-entering the workforce. Once the initial competency assessment is complete, training will be provided to fill gaps that have been identified through the assessment process.

Wellness bonuses – new and updated

A one-time wellness payment to employee health spending accounts will be made for allied health workers. The expanded incentive is already provided to physicians and nurses in the public system and gives a one-time \$500 payment to employees' health spending account for full-time staff, and \$250 for part-time staff.

Enhanced security for emergency departments – updated

Institutional safety officers will be recruited over the coming months, providing additional support and security this fall at HSC Winnipeg, St. Boniface General Hospital, Victoria General Hospital, Brandon Regional Health Centre and Selkirk Mental Health Centre. Additional security enhancements will also occur at a number of emergency department and urgent care locations across the province through the creation of qualified persons positions and/or additional security officers.

The action plan will also invest in enhanced security including adding of security at more than two dozen sites throughout the province – ensuring all people entering those facilities have a reason to be there. A number of other additional security projects will see investment, including amnesty lockers at emergency departments and urgent care centres to allow patients to safely store personal effects while in case. These types of lockers are currently being piloted at HSC Winnipeg. Addressing staff safety and security concerns is expected to improve recruitment and retention efforts by creating a safer, less stressful work environment.

Licensing and registration fees – updated

The costs of licensing and registration fees will be reimbursed for allied health staff for 2023 and 2024. This builds on an incentive already in place to cover licensing and registration fees for nurses and physicians working in the public system.