

**NEW HEALTH-CARE WORKERS
ADDED TO HEALTH SYSTEM**

Between April 1 and Aug. 31, there were a total of 873 net new health-care workers added to Manitoba’s health-care system. This puts Manitoba on track to meet the total Budget 2024 target of 1000 net new health-care workers.

Net New Health-care Workers from April 1 to Aug. 31, 2024	
	Net Hire/Loss
Allied Health – Emergency Response Services	7
Allied Health - Diagnostics & Other	80
Health Care Aides (HCA)	290
Nursing	304
Physician Assistant and Clinical Assistant	8
Midwives	7
Residents	61
Physicians	116
Total	873

Break Down of Staff by Service Delivery Organization

Please note this data **does not include** physicians, medical residents and midwives.

Net New Health-care Workers from April 1 to Aug. 31, by SDO	
	Net Hire/Loss
CCMB	25
IERHA	51
NRHA	25
PMH	69
Shared Health	115
SHSS	77
WRHA	327

Methodology:

The Manitoba government’s methodology for tracking net new health-care workers was broken down by provider category.

For allied health, health-care aides, nurses, physician assistants and clinical assistants the inflow and outflow data were calculated using payroll data. The data includes people working through a Service Delivery Organization (SDO): Shared Health, Winnipeg Regional Health Authority, Interlake-Eastern

Regional Health Authority, Prairie Mountain Health, Southern Health-Santé Sud, Northern Regional Health Authority and CancerCare Manitoba. The data does not include health-care workers in Type 2 agencies (i.e. Ten-Ten Sinclair), private clinics (i.e. cosmetic clinics) or in private facilities (i.e. privately operated Long-Term Care facilities), or agency nurses. The data only includes full- and part-time employees, not casual employees.

For midwives, residents and physicians, the data was calculated using active/practicing licensure data from the regulatory colleges. This includes independent practicing physicians (i.e. family doctor clinics) and all practicing midwives.

Government's Strategy to Increase Health-care Staffing:

The Manitoba government worked on improving the culture in health care with its listening tour and a shift in direct messaging to front-line workers.

It took steps to make Manitoba a more welcoming place for new graduates, sending letters to all new grads offering them jobs and working with SDOs to hire as many new grads as possible.

It increased Manitoba's medical residency positions and seats for international medical graduates to get more physicians working in the province.

The government increased class sizes at Max Rady College of Medicine, adding more seats for physician assistants, occupational therapists, physiotherapists and nurses.

It rolled out targeted recruitment efforts in partnership with the front line, like a targeted campaign to recruit United Kingdom doctors to Manitoba.

It made hospitals safer by funding more than 60 institutional safety officers at Health Sciences Centre Winnipeg alone and implemented new weapons detection technology so workers can feel safe on the job.

The government has seen an increase in licensed nurses in other provinces coming to work in Manitoba. This change alone saw hundreds of qualified nurses come to Manitoba.

The government made it easier for retired nurses to return to practice by dropping the number of mandatory hours required to renew their license. Nearly 60 nurses rejoined the health system since January thanks in part to these changes.

It expanded the provincial nursing float pool, with a focus on increased flexibility and work-life balance, to encourage nurses working with private agencies to come back to the health-care system. So far that pool has seen 179 nurses sign up.

It supported a micro-credentialing program for health-care aides that made it faster for people to train and begin practicing.

The government stood up a retention and recruitment office, directly reporting to the minister, focused on supporting international or out-of-province health-care workers navigate the credentialing process to work in Manitoba. It hired navigators as part of this office who have followed up with over 250 health-care workers looking to come to Manitoba and started linking them to jobs in the system.

Appendix A:

Provider Category	Jobs
Nursing	Registered Nurses (RN)
	Licensed Practical Nurse (LPN)
	Registered Psychiatric Nurse (RPN)
	Nurse Practitioner (NP)
	Undergraduate Nursing Employee (UNE)
Health-Care Aide	Health Care Aides
	Uncertified Health Care Aides
Allied ERS	Paramedics
	Primary Care Paramedics
	Intermediate Paramedics
	Advanced Care Paramedics
	Emergency Medical Responders (EMR)
Allied Diagnostics	CT/EKG Technicians/Technologists
	Echo Technologists/Technicians
	Lab & Diagnostics
	Medical Laboratory Technicians (MLT)
	MRI Technician/Technologists
	MRT
	Ultrasound Technologist/Technicians
Allied Other	Audiologists
	Occupational Therapists (OT)
	Physiotherapists (PT)
	Rehab Aides/Assistants
	Respiratory Therapists
	Speech Language Pathologists/Therapists (SLP)
	Technical/Professional Roles
	Technologists
Physician and Clinical Assistants	Clinical Assistants
	Physician Assistants
Midwives	Midwives

Resident Physicians	Resident Physicians
Physicians	Physicians