

**NET-NEW HEALTH-CARE WORKERS**

Between April 1, 2024, and Dec. 31, 2024, there were a total of 1,255 net-new health-care workers added to Manitoba’s health-care system. This puts Manitoba above the total Budget 2024 target of 1,000 net-new health-care workers.

<b>Net-new health-care workers from April 1 to Dec. 31, 2024</b>	
	<b>Net hire / loss</b>
Allied Health – Emergency Response Services	14
Allied Health – diagnostics and other	162
Health-Care Aides (HCA)	386
Nursing	481
Physician assistant and clinical assistant	28
Midwives	7
Residents	39
Physicians	138
<b>Total</b>	<b>1,255</b>

**Methodology**

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

Allied Health, health-care aides, nurses, physician assistants and clinical assistants inflow and outflow are calculated using payroll data directly from each service delivery organization (SDO): Shared Health, Winnipeg Regional Health Authority (WRHA), Interlake-Eastern Regional Health Authority (IERHA), Prairie Mountain Health (PMH), Southern Health-Santé Sud (SH-SS), Northern Health Region (NRHA) and CancerCare Manitoba (CCMB). The data only includes employees of SDOs and does not include health-care workers in Type 2 agencies, private clinics or private facilities (such as privately operated long-term care facilities) or agencies. The data only includes full- and part-time employees, not casual employees. A full list of specialties included in each category can be found in Appendix A.

Midwives, residents and physicians are calculated using active or practicing licensure data from the regulatory colleges. This includes independent practising physicians (such as family doctor clinics) and all practising midwives. Residents typically move from a resident licence to a physician licence after training. Outflow of residents is not necessarily a loss to the system.

## **Government strategy to increase health-care staffing**

The Manitoba government has taken the following steps:

- worked on improving the culture in health care with its listening tour and a shift in direct messaging to front-line workers;
- 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;
- increased Manitoba's medical residency positions and seats for international medical graduates to get more physicians working in the province;
- increased class sizes at Rady Medical School, adding more seats for physician assistants, occupational therapists, physiotherapists and nurses;
- made hospitals safer by funding 126 institutional safety officers across the province and implemented new weapons detection technology so workers can feel safe on the job;
- made it easier for retired nurses to return to practice by dropping the number of mandatory hours required to renew their licence;
- expanded the provincial travel nursing team, 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. The team now has 219 nurses;
- supported a micro-credentialing program for health-care aides that made it faster for people to train and begin practicing;
- stood up the Retention and Recruitment Office, directly reporting to the health, seniors and long-term care minister, focused on supporting international or out-of-province health-care workers navigate the credentialing process to work here in Manitoba;
- rolled out targeted recruitment efforts in partnership with the front line, like a targeted campaign to recruit U.K. doctors to Manitoba; and
- hired navigators as part of the Retention and Recruitment 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.

## **Security**

Since April 1, 2024, there have been 96 Institutional Safety Officers (ISOs) trained and appointed in health facilities across the province. There are 27 additional ISOs currently being hired or in training, for a full complement of 126. There are also additionally trained Qualified Persons Security Officers (QPSO) stationed at health facilities across the province.

The Manitoba government conducted a pilot for weapons scanners at Health Sciences Centre (HSC) Winnipeg, yielding positive results for staff safety. As of Feb. 7, 2024, permanent weapons scanners

will be installed at HSC Winnipeg emergency department (ED), as well Children’s Hospital ED and the Crisis Response Centre.

Additional safety improvements include parkade upgrades at HSC Winnipeg, improvements to the Safe Walk program and entrance control.

<b>SDO / institution</b>	<b>Authorized positions</b>	<b>Appointed ISOs</b>	<b>In training</b>
Health Sciences Centre Winnipeg	63	42	21 in hiring
Selkirk Mental Health Centre	12.6	6	6
St. Boniface	16.8	16	0
Victoria General Hospital	16.8	16	0
Brandon	16.8	16	0
<b>Total</b>	<b>126</b>	<b>96</b>	<b>27</b>

**Appendix A:**

<b>Provider category</b>	<b>Jobs</b>
<b>Nursing</b>	Registered Nurses
	Licensed Practical Nurse
	Registered Psychiatric Nurse
	Nurse Practitioner
	Undergraduate nursing employee
<b>Health-care aide</b>	Health-care aides
	Uncertified health-care aides
<b>Allied Health – Emergency Response Services</b>	Paramedics
	Primary Care Paramedics
	Intermediate Paramedics
	Advanced Care Paramedics
	Emergency medical responders

<b>Allied Health – diagnostics</b>	CT/EKG technicians / technologists
	Echo technologists / technicians
	Lab and diagnostics
	Medical laboratory technicians
	Magnetic Resonance Imaging technician / technologists
	Medical radiation technologists
	Ultrasound technologist / technicians
<b>Allied Health – other</b>	Audiologists
	Occupational therapists
	Physiotherapists
	Rehab aides / assistants
	Respiratory therapists
	Speech language pathologists / therapists
	Technical / professional roles