Saskatchewan Health Authority

2022 SARM MIDTERM CONVENTION

November 16, 2022

Healthy People, Healthy Saskatchewan

The Saskatchewan Health Authority works in the spirit of truth and reconciliation, acknowledging Saskatchewan as the traditional territory of First Nations and Métis People.

saskhealthauthority.ca

SHA Treaty and Land Acknowledgement

Honouring Relationships with Indigenous People

We would like to acknowledge that we are gathering on **Treaty 6 territory** and meeting the representatives from **Treaties 2, 4, 5, 8, and 10 territories** and **the Homeland of the Dakota, Lakota and Métis**.

Recognizing this history is important to our future and our efforts to close the gap in health outcomes between Indigenous and non-Indigenous peoples.

I pay my respects to the traditional caretakers of this land.

www.saskhealthauthority.ca/trc

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Treaty Territories and Saskatchewan Health Authority Areas

Depictions of Treaty boundaries are subject to variation. These boundaries are usually not surveyed and are estimated based on written descriptions.

This map displays the Pre-1975 Treaties (Historic Treaties) in colour, as provided by Crown-Indigenous Relations and Northern Affairs Canada.
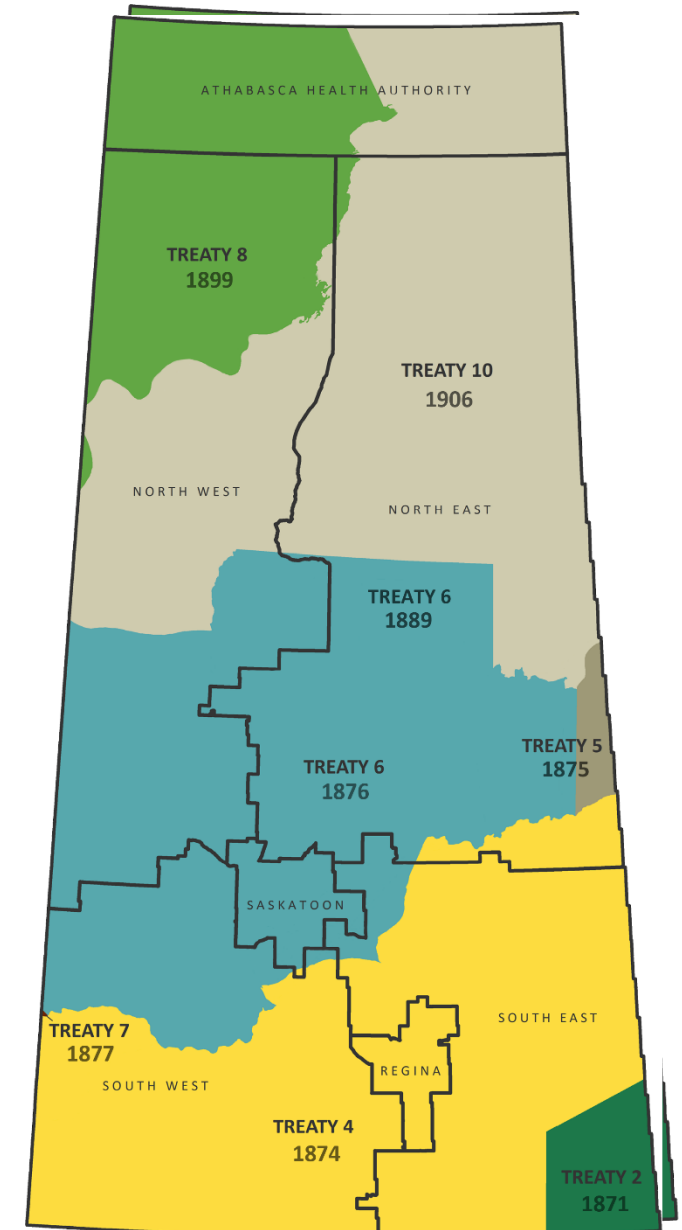
Presentation Overview

1. **About the SHA**

   - Our Organization

   - Our Value Proposition

   - 2022-23 SHA Road Map

2. **Rural & Remote Health Care**

   - Goal: care close to home

   - Key challenge: Health Human Resources

   - Initiatives to stabilize & enhance rural & remote health care

3. **Q&As**

HEALTHY PEOPLE, HEALTHY SASKATCHEWAN

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About the SHA: Our Organization

270 FACILITIES

9,000 LONG-TERM CARE BEDS

64 HOSPITALS

2,500 ACUTE CARE PATIENT BEDS

153 LONG-TERM CARE FACILIT

119 HEALTH CENTRES

NORTH WEST 19 | NORTH EAST 24

4 SASKATOON

4

33 SOUTH WEST | REGINA | 35

45,000+ EMPLOYEES

2,700+ PHYSICIANS

25,000 Volunteers

560+ Patient Family Partners

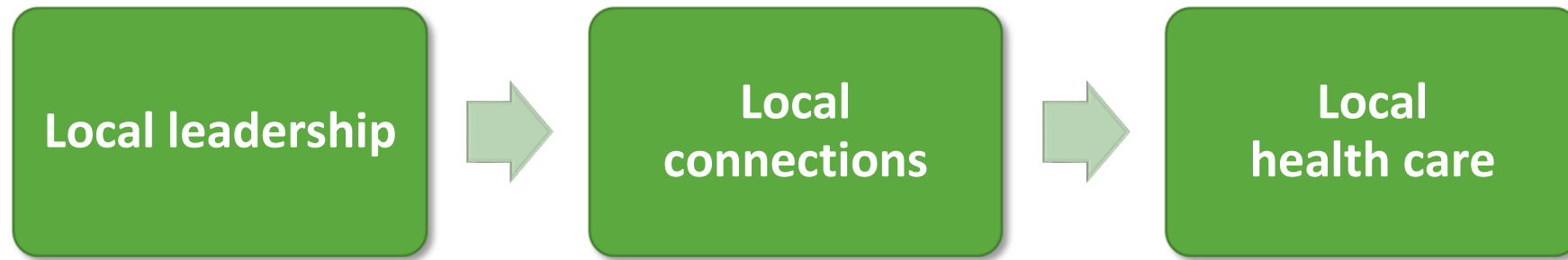**1.8 MILLION** VIRTUAL CLINIC VISITS

537,000+ EMERGENCY ROOM VISITS

3.8 MILLION *(21/22)* GENERAL PRACTITIONER VISITS

Value Proposition: Locally Delivered, Provincially Strengthened

Local leadership → **Local connections** → **Local health care**

Provincially Strengthened

- Research
- Clinical evidence
- Innovation

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2022-2023 Roadmap

Goal: Investing in our most valuable resource — Our People

Goal: Advancing connected care for the people of Saskatchewan — Providing seamless care as close to home as possible

Goal: Enhanced patient care through better flow of information and renewed facility infrastructure

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Rural & Remote Health Care

Seamless care, as close to home as possible

Healthy People, Healthy Saskatchewan

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Key Challenge – Health Human Resources

- Canada-wide shortage of highly skilled health care professionals

- Every jurisdiction in Canada is challenged to recruit/retain Doctors, Nurses, Lab and X-Ray techs, etc.

SHA acknowledges this leads to service disruptions and service instability in many communities

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GOAL: Seamless Care, Close to Home

SEAMLESS CARE

As Close To Home As Possible

- Health Human Resource Action Plan
- Infrastructure Renewal
- Building Health Networks
- Point of Care Testing Pilots
- Virtual Care Options
- ER Stabilization
- EMS Enhancements
- Increased Critical Care Capacity
- Expanded Access to Medical Imaging
- Reduced Surgical Wait Times
- Enhanced Mental Health & Addictions Services

Ongoing initiatives helping the SHA stabilize & enhance rural & remote health care

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Our People

Connected Care

Information and Infrastructure

Health Human Resource Action Plan

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Health Human Resource Action Plan

September 2022:

Historic $60 million investment in health human resources announced by Government of Saskatchewan

Set to *add more than 1,000 health care professionals* to the health system

Pillars of the Plan:

1. Recruit

2. Train

3. Incentivize

4. Retain

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SHA HR Strategy Highlights

Recruit

- Philippines recruitment underway for 150 RN, LPN, CCA, and MLA positions

- 100 new full time positions & 150 enhancements from part time to full time positions for Rural/North

- International Healthcare Worker Expression of Interest implemented, already seeing success

- Targeted recruitment activity through Social Media and traditional media such as newspapers

- Targeted advertising to internationally education healthcare workers in Ukraine and displaced Ukrainians now living in Canada

Train

- Increasing Advanced Certificate Nursing Seats (ICU/OR Programs)

- Nursing Program expansion (150 new seats)

- Health Sciences training seat expansions

- Mentorship program options under development

- Increased access to licensure for foreign trained professionals

DID YOU KNOW...

46 **rural sites are in the process of getting additional staff as a result of Government investment.**

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SHA HR Strategy Highlights

Incentivize

- New Government of Saskatchewan incentives for select hard to recruit classifications
- Enhanced SHA incentives for Hard to Recruit positions
- Government of Saskatchewan loan forgiveness, graduate retention, and clinical placement bursary programs

Retain

- Wellbeing and resiliency supports to front line staff and development opportunities for leaders.
- Implement succession planning program that supports identification, development and progression of employees to ensure the right people, in the right roles, at the right time.

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Municipalities and Health Recruitment

How can Municipalities most effectively support the recruitment and retention of healthcare workers?

Two primary avenues of opportunity:

Supporting Students:

- Access to bursary funding for local students to support cost of education
- Access to housing for student preceptorship placements in your community
- Creative access to infrastructure and resources for post-secondary institutions to provide local program delivery

Supporting Employee Recruitment:

- Partner with the SHA to develop local community promotion materials...what makes your community great?
- Support access to housing for new SHA employees

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Enhancing Access to Mental Health & Addictions Services

Record total Gov't investment of $470 million for mental health/addictions programming

- Currently in the process of *adding 150 addictions spaces* around Sask over the next three years

- *Expansion of the Mental Health Capacity Building in Schools* program

- *8 new locations for Rapid Access Counselling services*, increasing availability of this program from 23 communities to 31.

- Opening of a *new Rapid Access to Addictions Medicine Clinic* in North Battleford to add to clinics opened in Saskatoon, Regina and Prince Albert.

- A *new Police and Crisis Team (PACT) in Estevan* to those already introduced in Saskatoon, Regina, Moose Jaw, Yorkton, North Battleford and Prince Albert

- *Community paramedicine programs*: helping support complex care needs and divert mental health clients from emergency rooms to more appropriate services

Reducing surgical wait times

- COVID had significant impact, creating a backlog

- Targeting a record *97 thousand surgeries* in 2022/23

- Target to expand to *103 thousand* in 2023/24

- Ensure *no patient waits more than 24 months*

- *Maximizing capacity in rural/remote centres*

Expanding access to medical imaging procedures

- COVID had an initial impact, but *SHA has worked diligently to return to 100% of normal volumes* quickly and address backlogs

- Since the end of August 2020, *CT and MRI services have been operating at 100 per cent of pre-COVID volumes*

- When possible, *additional procedures have been performed to help address the backlog* created by the initial COVID disruption

- Since 2016, *new CT service has been added in Estevan and Melfort* and *new MRI service in Moose Jaw*

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Enhancing access to critical care

- *$12.5 million Gov't investment in 2022-23 to add ICU capacity* in multiple locations in Sask

- *Additional ICU capacity in Regina, Saskatoon and Prince Albert* is already operational

- *Additional ICU capacity in Yorkton* is in the implementation phase

- *New NICU in Prince Albert accommodates 11 medically fragile babies*, keeping babies and mothers from Prince Albert and north closer to home

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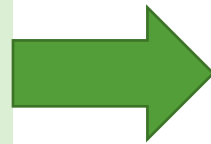
Rural and Remote Stabilization
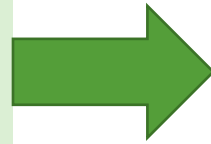
ER stabilization → **Recruitment/retention** & multiple initiatives **to stabilize ER services**

EMS enhancements → *27 sites across Saskatchewan targeted for enhancements to EMS services*

(13 already fully implemented)

Point of Care Testing Pilot → *3 pilot sites in Saskatchewan to test viability of Point of Care Testing* to mitigate impact on emergency services of sudden loss of lab staff

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Virtual Care

Virtual Visits

-Provides access to broader set of providers other than at physical site

-Implementation of SK Virtual Visit – online platform for virtual visits

Virtual Physician

- Sites being identified and prioritized for Virtual Care to reduce impact on ER services from sudden loss of physicians

-Virtual Triage Physician provides support to HealthLine 811 & EMS to reduce offload delays

Remote Patient Monitoring (RPM)

-Implemented in clinical areas of Lung Transplant, COPD, Pediatric Nephrology, Prostate Oncology (SCA) & Community Paramedicine

✓Improve patient access to healthcare teams

✓Increase savings to patients via travel costs & time and reduced time away from work

✓Prevent unnecessary ER visits

✓Empower patients to monitor their health conditions and improve their access to healthcare teams

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Health Networks:
collaborative, fully integrated teams of health professionals

38 Health Networks being built to ensure patients get the right care at the right time from the right health care provider _as close to home as possible_.

Everyday Health Services

- Physicians
- Other Healthcare providers
- Traditional Medicine
- Health Promotion
- Public Health
- Pharmacy

Intermediate Services

- Community Paramedicine
- Home Care
- Chronic Disease Support
- Treatment Centres

Complex Services

- Specialized community services

Tertiary Care

- Emergency Departments
- Specialty Care

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Infrastructure Renewal

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Infrastructure Renewal

Replacement, renewal and/or expansion of existing facilities is helping strengthen our ability to provide care closer to home

$2 billion in major capital projects over last 15 years

An unprecedented 15 major capital projects in various stages of delivery, including:

Regina Urgent Care Centre (Construction)   Regina LTC (Planning)

Prince Albert Vic Hospital (Procurement)   Grenfell LTC (Design)

La Ronge LTC (Procurement)   Watson LTC (Planning)

Weyburn & District Hospital (Procurement)   Estevan LTC (Planning)

Yorkton Regional Health Centre (Planning)

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Q&As

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