

Healthcare Practitioner Support Community Toolkit

Saskatchewan Healthcare Recruitment Agency



Land Acknowledgment

We recognize that our work takes place on the traditional territory of First Nations and Métis people, and includes Treaties 2, 4, 5, 6, 8, and 10.



About us

- ✚ The Government of Saskatchewan established the Saskatchewan Healthcare Recruitment Agency to focus on the recruitment of health professionals.
- ✚ Our team helps connect qualified professionals with the Saskatchewan Health Authority, the Saskatchewan Cancer Agency and other health employers.
- ✚ The Agency assists with the settlement and retention of healthcare workers, working with stakeholders to support local efforts.



Our Core Activities

- Q Support employers by sourcing high priority health professionals for Saskatchewan's healthcare system needs, including hard-to-fill vacancies and support hiring needs for service expansion.
- Q Serve as a primary resource for health employees, students, job seekers, and international recruits seeking healthcare careers and job opportunities in the province.
- Q Analysis of key issues and opportunities, recruitment strategies, best practices, and innovative initiatives in sourcing and attracting a qualified workforce to the health care sector.
- Q Contributing to a positive experience for new health workers by working with all stakeholders on settlement and retention strategies.



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Engagement

- Q The Agency conducted an extensive literature review to learn best-practices and advance our understanding of successful retention and recruitment strategies for healthcare practitioners.
- Q Met with communities who are involved with supporting healthcare workers at the local level.
- Q Incorporated feedback from stakeholders, such as SARM, to have diverse perspectives on the toolkit.
- Q Consulted with SARM and published callout in weekly/monthly editorials seeking feedback from communities to further support the toolkit.



Learnings

HEALTHCARE TEAMS

Practitioners prefer to work in teams, where collaboration with colleagues and support can be obtained

WORK/LIFE BALANCE

Healthcare professionals are seeking to have a sustainable balance of employment responsibility and personal time

APPRECIATION

A feeling of being appreciated in the community is valued by health professionals and can help the retention of the practitioner

INTEGRATION

A welcoming and inclusive community is desired by healthcare providers and their family, where they can participate in community and create relationships

FAMILY

The family of the healthcare provider is looking to have enjoyment in the community they are joining, and be able to find employment, if desired

Considerations for Community Involvement

1

Welcoming and Integration

2

Understand Practitioner and Family Needs

3

Embrace Diversity

4

Financial Support



Arcola Retention and Recruitment Committee



Community Spotlight

Amund Otterson – Mayor of Shellbrook



We want to hear from you!

Please get in touch with the Agency to share stories of your community, to provide input on the toolkit or to learn more.

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Thank you!

