

Our People Plan 2022

Cared for People, Care for People

Our Goal

Fraser Health is the place where people start, grow, and thrive in their health care careers.



Retain

Objectives

Retain our current staff and medical staff by giving you reasons to stay through accessible and comprehensive wellness resources, flexible options, perks, and recognition.

Our Actions

- Adopt a culture of safety by implementing a Health and Safety Management System.
- Implement the Workplace Violence Prevention Framework and Policy.
- Implement the Psychological Health and Safety standards.
- Implement the MyHealth Portal.
- Support leaders to foster team wellness, so that 100% of leaders have a plan for self and team well-being.
- Enhance existing recognition and appreciation programs.
- Support excluded staff to use 100% of their vacation time within the year
- Enhance leadership development to support clear, caring and courageous leaders.
- Enhance supports for attendance management.



Recruit

Objectives

Recruit as many new team members as we can by reaching applicants in new ways, making the process as easy and welcoming as possible.

Our Actions

- Optimize our recruitment processes.
- Hire more internationally educated professionals in high demand roles.
- Establish a proactive executive search service.
- Incentivize casuals to take regular positions.
- Establish an effective physician recruitment structure and strategy.
- Expand the Health Career Access Program (HCAP) to acute settings, beginning with the Emergency Room.



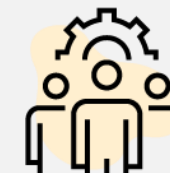
Redesign

Objectives

Redesign to optimize our employee services to be efficient, and to let our teams work to the top of their scope.

Our Actions

- Redesign staffing models and baseline levels to optimize scope and role in team-based settings.
- Complete full roll-out of the Electronic Vacation Planning Tool.
- Optimize staff scheduling processes to ensure 100% of known vacancies are offered prior to short call and to reduce the time to offer shifts by 10%.
- Reduce the number of non-essential change initiatives through the use of a formal change registry to reduce change fatigue.
- Implement flexible rotation schedules.



Educate & Train

Objectives

Educate and train our people to create accessible career pathways.

Our Actions

- Expand our learning and training institute by strengthening employer-supported training and establishing in-house specialty education, bridging programs, clinical laddering and career development programs.
- Advocate for the expansion, modernization and responsiveness of post-secondary education.
- Offer more supports through effective mentorship, preceptorship and coaching.
- Increase use of MyLearning to ensure that leaders' training and development is supported through this platform.