

Health Human Resources

- Staff compensation is the largest cost in health care.
- Today we have more employees than ever before. We have 125 more RN positions than five years ago, 58 more LPN positions and 77 more RCW.

RN, LPN and RCW Positions Over the Past Five Years			
	2007-2008	2011-2012	% increase
Registered nurses	1,027	1,152	12%
Licensed practical nurses	392	450	15%
Resident/patient care workers	294	371	26%

- The Collaborative Model of Care was introduced in 2010 to address critical human resource supply issues, to ensure the best distribution of staff in all health facilities, and to promote collaborative, person-centred care.
- The staffing model is designed to use all staff to their full potential and to place them where they are needed most. It has expanded the roles of LPNs and Patient Care Workers (PCWs) in acute care. A significant amount of education has been provided.
- Since the model was introduced inpatient satisfaction rates have remained high at 96%, there were fewer seasonal bed closures, and 78,400 hours of direct patient care (more than 40 full-time equivalent front line staff) have been added. This required an investment of \$500,000.

