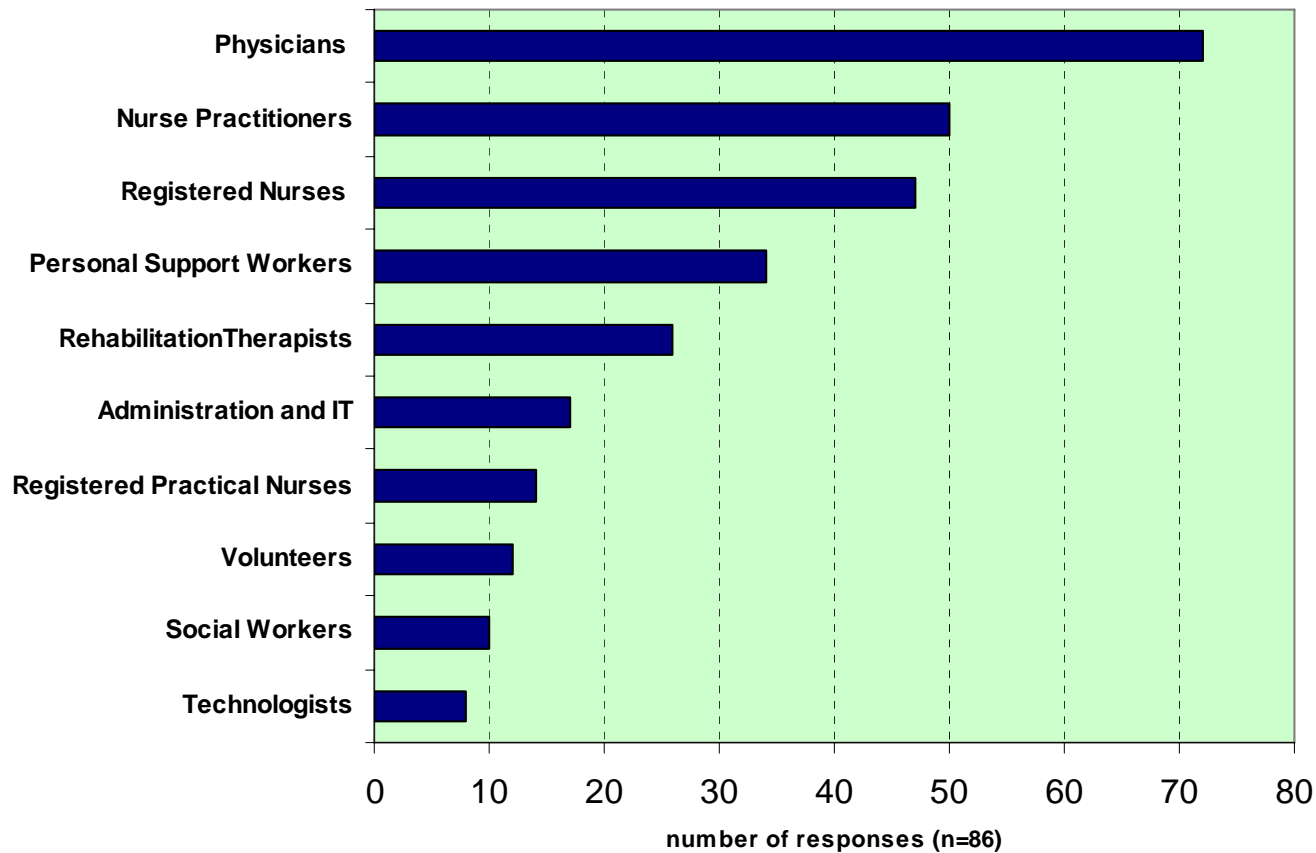


# Developing a Health Human Resources Strategy for North Simcoe Muskoka

Summary of Survey Results

June 11, 2007

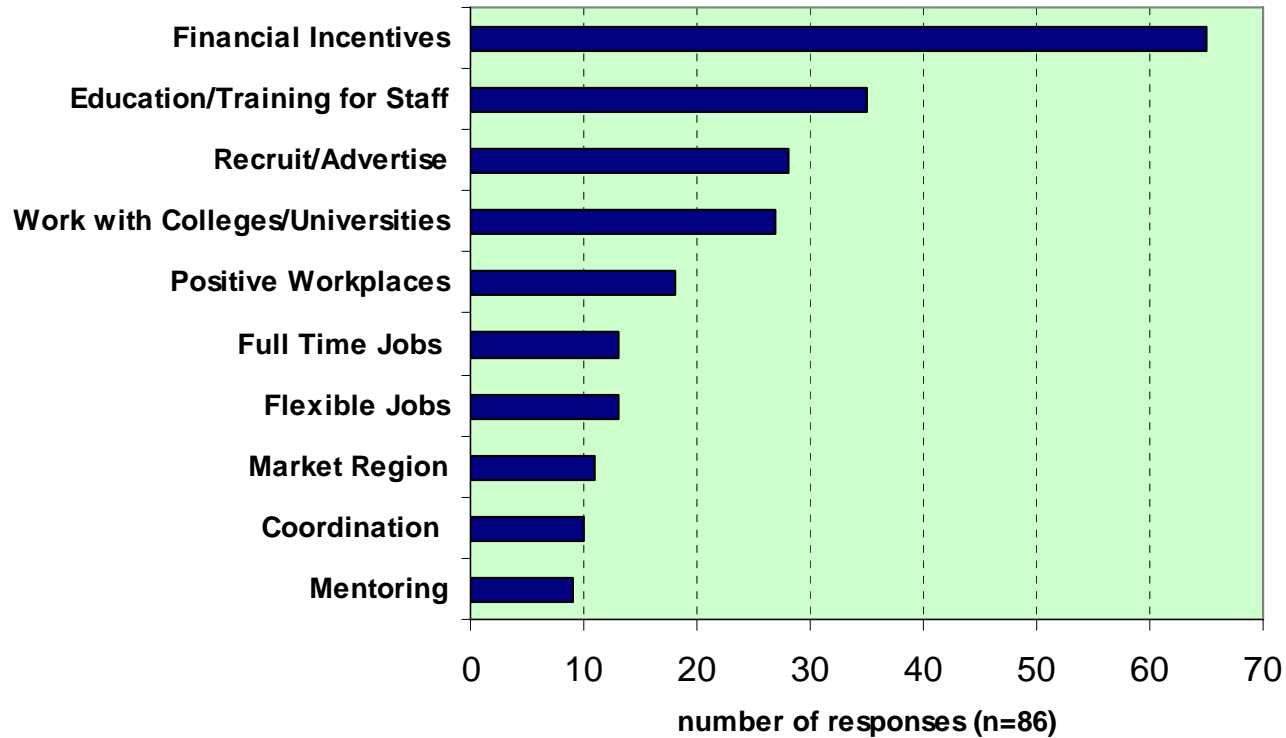
# What types and levels of human resources do we need?



# What types and levels of human resources do we need?

- Physicians of all levels
  - Family Physicians, Psychiatrists and Oncologists most commonly mentioned
- Nurse Practitioners and Registered Nurses at all levels
- Respondents strongly noted need for Personal Support Workers

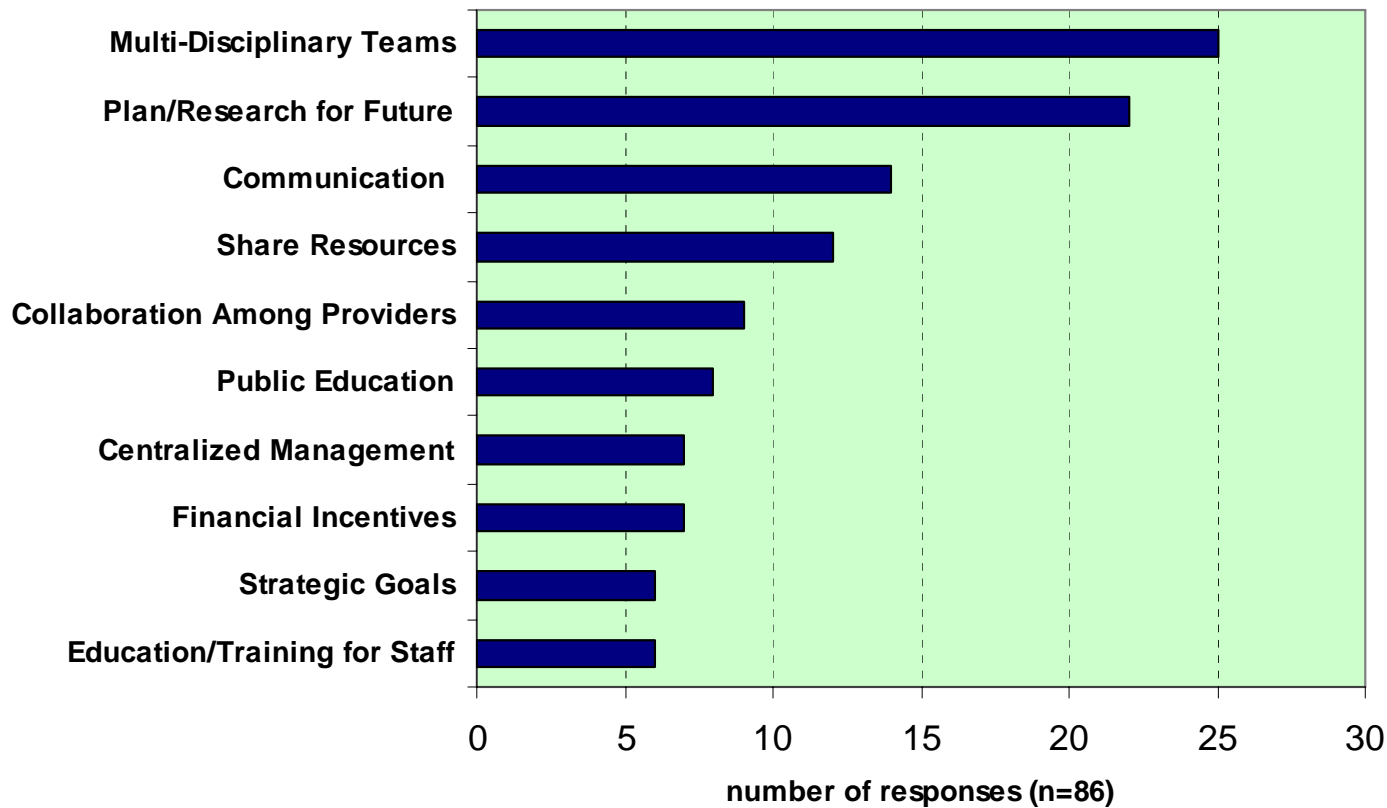
# How do we get and keep human resources?



# How do we get and keep human resources?

- Financial incentives cited as best way to get and keep human resources
  - Respondents cited competitive salaries, signing bonuses, loan forgiveness and equalized pay
- Important to provide ongoing training and education to staff and incentives to upgrade education
- Recruitment and advertising highly important
  - Recruit nationally and internationally, sell the region
- Work with local colleges/universities to encourage graduates to stay

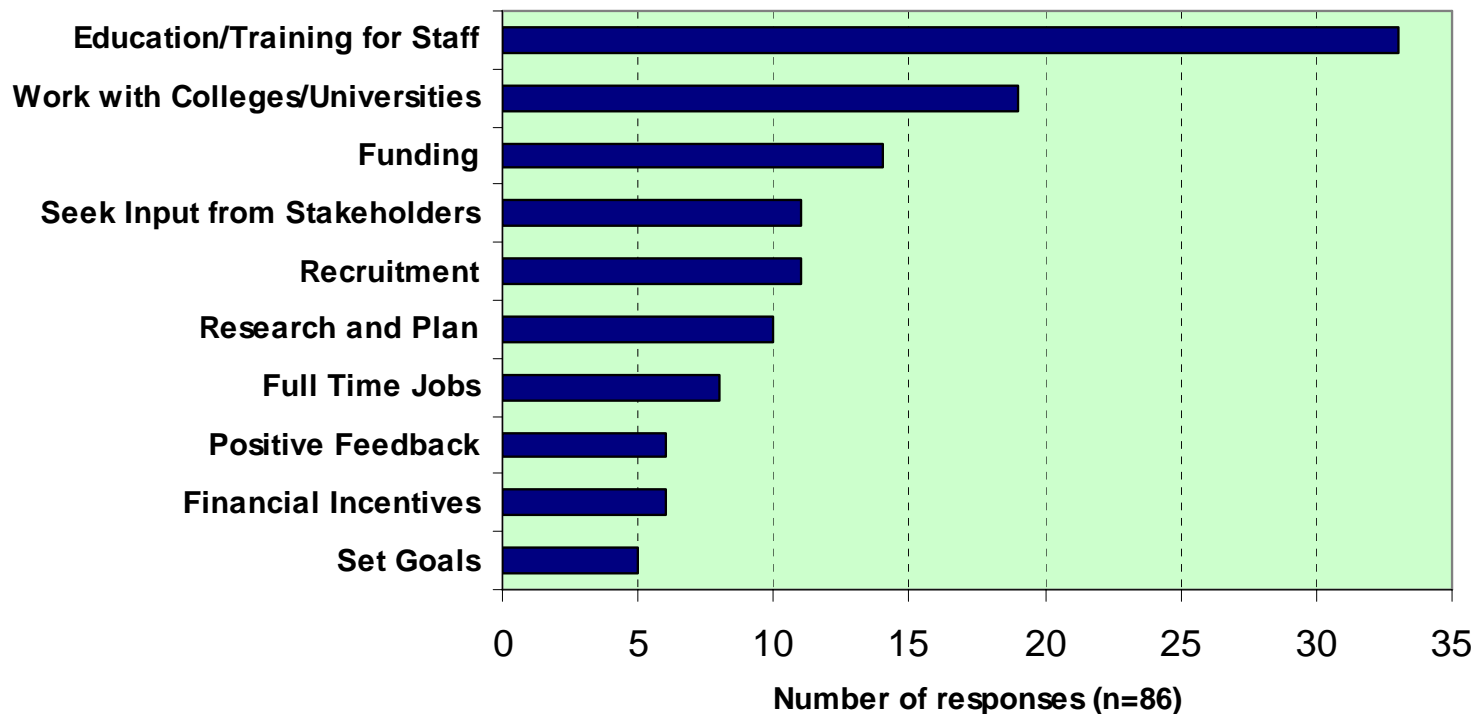
# How must we organize human resources?



# How must we organize human resources?

- Multi-disciplinary health teams cited as best way to organize human resources
- Planning and researching for the future is important
  - Must organize around demographic projections, strategic goals and a human resources blueprint
  - Look to other regions for guidance
- Must organize by emphasizing communication with staff and stakeholders
- Seek opportunities to share resources

# How do we get our human resources where they need to be in the future?



# How do we get our human resources where they need to be in the future?

- Respondents cited education and training for staff as highly important
- Collaborate with educational institutions to promote and facilitate careers in health care
- Ensure region has a secure and adequate level of funding
- Important to seek input from stakeholders
  - Consult front-line staff, professional associations and public
- Focus on recruitment