



Business Plan

2023-24

**Healthcare Professionals
Recruitment**

© Crown copyright, Province of Nova Scotia, 2023

Budget 2023-24: Business Plan
March 2023
ISBN 978-1-77448-508-8

Office of Healthcare Professionals Recruitment 2023-24 Priority Actions in Support of Government's Business Plan

New solutions and workforce strategies are needed to attract and keep healthcare professionals and improve access to services. Action for Health has outlined a vision and plan to transform the health system, including increased efforts to recruit and retain needed healthcare professionals.

Through [Action for Health \(novascotia.ca\)](https://novascotia.ca) government has articulated a multi-year roadmap to transform the health system. Action for Health provides a framework for annual priorities, in partnership with the Department of Health and Wellness (DHW) the Office of Addictions and Mental Health (OAMH), the Nova Scotia Health Authority (NSHA), the IWK and other partners across the health system.

A whole-of-government approach is being taken to deliver the plan and it requires integrated, system-wide solutions and investments to change the trajectory of our health system in Nova Scotia. Action for Health will focus on innovation and finding new ways to address long - standing generational issues within Nova Scotia's health system which will position Nova Scotia as a leader among Canadian jurisdictions.

The following actions for 2023/24 highlight our priority areas to recruit and retain needed healthcare professionals.

Filling Healthcare Worker Vacancies: The following priorities will address healthcare worker vacancies and support retention for healthcare providers, including new graduates.

- Launch targeted initiatives to address nursing recruitment and retention challenges, including mentorship, professional development, and enhanced scopes of practice.
- Offer jobs to all new Nurse, Medical Imaging and Medical Laboratory Technologists graduates in Nova Scotia.
- Increased supports to enhance the retention of newly hired graduates.
- Build engagement with post secondary students.
- Include healthcare professionals in the recruitment process.

Expand and Simplify International Recruitment: The following priorities (in partnership with other system partners) will increase recruitment of healthcare professionals to Nova Scotia

- Market Nova Scotia's work and lifestyle opportunities for healthcare professionals, through advertising campaigns, recruitment materials, and digital marketing.
- Plan and explore new international recruitment events in target markets.
- Work with system partners to identify improvements and streamline processes to recruit Internationally Educated Healthcare Professionals.
- Support internationally educated Medical Laboratory Technicians in a bridging program with Mitchener Institute to be successful in national exam.

Taking Care of our Workforce: The following priorities will support both recruitment and retention of healthcare professionals.

- Support communities in their recruitment and retention efforts through investments from the Community Fund
- Develop new and/or strengthened conflict resolution policies for healthcare workers.

Financial Summary

Departmental Expenses Summary			
(\$ thousands)			
<u>Programs and Services</u>	<u>2022 -2023</u> <u>Estimate</u>	<u>2022-2023</u> <u>Forecast</u>	<u>2023-2024</u> <u>Estimate</u>
General Administration	543	533	548
Strategic Direction and Accountability	9,296	6,095	7,354
Total - Departmental Expenses	9,839	6,628	7,902
Ordinary Recoveries	---	118	---
<u>Funded Staff (# of FTEs)</u>			
Department Funded Staff	33.0	15.6	25.0

Note:
 For Ordinary Revenues, see Estimates and Supplementary Detail Book, Chapter 2
 For TCA Purchase Requirements, see Estimates and Supplementary Detail Book, Chapter 1

