



BUSINESS ***PLAN*** ***2024-25***

Healthcare Professionals
Recruitment

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Budget 2024-25: Business Plan
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Office of Healthcare Professionals Recruitment

2024-25 Priority Actions in Support of Government's Business Plan

The Office of Healthcare Professionals Recruitment (OHPR) was established in 2021 to create an enabling environment that supports the successful recruitment and retention of doctors, nurses, continuing care assistants, paramedics, pharmacists, and the many other health workers required for health system transformation. A thriving health workforce ensures Nova Scotians can access the care they need, when and where they need it. OHPR has evolved to offer health system data analysis and guidance, and workforce development. OHPR engages with and convenes partners to ensure evidence informed needs-based planning and strategies are actioned to provide adequate provincial supply of health workers.

Through [Action for Health \(novascotia.ca\)](https://novascotia.ca/actionforhealth), 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), OHPR, the Department of Seniors and Long-Term Care (SLTC), the Nova Scotia Health Authority (NSHA), the Izaak Walton Killam (IWK) Health Centre, Tajiikeimik, and other partners across the health system.

Action for Health outlines a vision to transform the health system, including increased efforts to grow our health workforce. Action for Health focuses on innovation and finding new ways to address long-standing generational issues within Nova Scotia's health system to position Nova Scotia as a leader among Canadian jurisdictions, and globally. 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.

New solutions and workforce strategies are being implemented to attract and retain healthcare professionals and improve access to services. System-level work is underway to create a safer, more equitable health system for all Nova Scotians. Some residents of Nova Scotia continue to experience barriers to accessible, culturally appropriate, and safe health services related to race, culture, gender, sexual orientation, religious association, disability, and language. OHPR uses a health equity-centered approach to support communities and our health system partners through various initiatives that establish Nova Scotia as a sought-after place to live, work, and thrive.

A transparent accountability system has been implemented to monitor progress on the Action for Health and key performance indicators are available to the public.

2024-25 Priority Actions

The following actions for 2024-25 highlight our priority areas to support our health workforce, and to attract and retain needed healthcare professionals.

Implement health workforce interventions responsive to current and future needs: With its partners, OHPR leads the implementation of workforce interventions already announced by government to enable immediate and ongoing health system transformation. Examples include:

- Expansion of nursing programs at Cape Breton University, Dalhousie University, St. Francis Xavier University, and the Nova Scotia Community College.
- Expansion of medicine, medical imaging technology, and respiratory therapy programs at Dalhousie University.
- Establishment and expansion of the new nursing program at Acadia University in partnership with Cape Breton University.
- Establishment of the new Physician Assistant program at Dalhousie University.
- Expansion of the primary care paramedicine program and establishment of the Emergency Medical Responder program at Medavie HealthEd.
- Continued access to the Medical Laboratory Technology program at the Michener Institute.
- Supporting recruitment, settlement, and transition to practice for internationally educated nurses (IENs).
- Implementing recently signed collective agreements with the province's nurses, paramedics, and physicians.

Enable the conditions to attract and retain healthcare providers to our diversifying health workforce that will support our growing and aging population: OHPR enables a *One Door* approach for healthcare workers through system wide attraction activity, empowers communities and advances health equity workforce policy initiatives. The Office provides a systems-level approach to health sector labour relations, aligned with government priorities. The following priorities will address the attraction and retention of healthcare workers.

- Continue to market Nova Scotia's work and lifestyle opportunities for healthcare workers through the introduction of new digital tools, digital marketing and advertising campaigns.
- Deliver attraction events in collaboration with health system partners in target international markets.
- Continue to invest in and work with system partners to identify improvements and streamline processes to recruit internationally educated health professionals.
- Enable community-led recruitment and retention activities and partnerships through the OHPR Community Fund.
- Continue ongoing communication on success stories, including identifying healthcare champions.
- Co-create and lead Internationally Educated Health Professional strategies and emerging initiatives including integration of the Health Equity Framework and the work of the Internationally Educated Nurse task team.
- Support the achievement of healthcare collective bargaining settlements that enable the recruitment and retention of high-quality health care workers.
- Modernize healthcare compensation frameworks to ensure they reflect the value proposition of management and leadership roles in healthcare.
- Oversee the public sector implementation of the 2024 portion of the Health and Related Workers Incentive Program for publicly funded Nurses.

Collaborative and coordinated whole-of-system health workforce planning: - OHPR analyzes and monitors system-wide trends and advises on workforce-related interventions to enable strategic health workforce planning for Nova Scotia through the following priorities:

- Expand and update the provincial health workforce database.
- Forecast supply and demand for priority health professions at the provincial level.
- Implement needs-based health workforce planning across the health system.
- Improve breadth and quality of system-level health workforce indicators.
- Convene health workforce planning partnership table to enable connected, network, health system workforce sustainability.
- Co-design (with the Department of Advanced Education) a provincial workforce expansion strategy including prioritization of new programming and seat expansions.
- Convene a provincial Academic Health Partnership Table to enable health system innovation and health workforce expansion aligning efforts of health system and post-secondary education partners.
- Support the development, engagement, communications, and evaluation of the Health Workforce Action Plan in collaboration with our partners.

Financial Summary

Departmental Expenses Summary (\$ thousands)			
<u>Programs and Services</u>	<u>2023 -2024</u> <u>Estimate</u>	<u>2023-2024</u> <u>Forecast</u>	<u>2024-2025</u> <u>Estimate</u>
General Administration	548	722	719
Strategic Direction and Accountability	7,354	6,754	7,379
Total – Departmental Expenses	<u>7,902</u>	<u>7,476</u>	<u>8,098</u>
Ordinary Recoveries	---	185	---
<u>Funded Staff (# of FTEs)</u>			
Department Funded Staff	25.0	20.2	27.0
Note: For Ordinary Revenues, see Estimates and Supplementary Detail Book, Chapter 2 For TCA Purchase Requirements, see Estimates and Supplementary Detail Book, Chapter 1			