

## Nursing and Health Care Aide Positions – 7 Requested Facilities

As the WRHA implements Healing our Health System between fall 2017 and fall 2019, services and programs are shifting between facilities. This results in workforce changes as staff move to new roles or rotations are changed within facilities. As positions are created and deleted, there is potential for overlap in new/old positions in the tracking system which can artificially inflate vacancy rates during the period of change. A new methodology to improve the accuracy of the data extracted from our human resources information system was implemented to monitor active positions and vacancies beginning with 2018 data therefore any type of comparison to prior periods should be done with caution. This new process resulted in positions removed from the 2018/19 data that existed in the 2017/18 data (examples: students, research, etc). Most notably, at HSC, there were positions for relief that are now excluded in our new methodology.

Facility Name	Program	As at Year End Fiscal 2017/18				As at Year End Fiscal 2018/19			
		Filled Positions	Vacant Positions	Total Positions	% Vacant	Filled Positions	Vacant Positions	Total Positions	% Vacant
Concordia	Admin/Other	23	10	33	30.3%	25	29	54	53.7%
	Clinical Support	6		6	0.0%	7		7	0.0%
	Community	116	8	124	6.5%	106	19	125	15.2%
	Critical Care	23	10	33	30.3%	19	7	26	26.9%
	Emergency / Urgent Care	66	20	86	23.3%	63	19	82	23.2%
	Medicine	155	21	176	11.9%	120	20	140	14.3%
	Surg&Anest.	146	8	154	5.2%	149	18	167	10.8%
	<b>Concordia Hospital Total</b>	<b>535</b>	<b>77</b>	<b>612</b>	<b>12.6%</b>	<b>489</b>	<b>112</b>	<b>601</b>	<b>18.6%</b>
	Grace	Admin/Other	46	12	58	20.7%	36	18	54
Clinical Support		16		16	0.0%	12	4	16	25.0%
Critical Care		50	10	60	16.7%	45	10	55	18.2%
Emergency / Urgent Care		65	18	83	21.7%	64	21	85	24.7%
Medicine		152	14	166	8.4%	148	16	164	9.8%
Mental Health		29	3	32	9.4%				
Palliative Care		13	2	15	13.3%	14		14	0.0%
Surg&Anest.		196	17	213	8.0%	223	42	265	15.8%
<b>Grace Hospital Total</b>		<b>567</b>	<b>76</b>	<b>643</b>	<b>11.8%</b>	<b>542</b>	<b>111</b>	<b>653</b>	<b>17.0%</b>

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		Filled Positions	Vacant Positions	Total Positions	% Vacant	Filled Positions	Vacant Positions	Total Positions	% Vacant
HSC	Admin/Other	7	12	19	63.2%	15	3	18	16.7%
	Cardiac Sciences		1	1	100.0%				
	Clinical Support	159	186	345	53.9%	149	27	176	15.3%
	Critical Care	189	70	259	27.0%	180	59	239	24.7%
	Emergency / Urgent Care	139	19	158	12.0%	127	42	169	24.9%
	MB Renal Program	180	40	220	18.2%	163	79	242	32.6%
	Medicine	445	56	501	11.2%	437	51	488	10.5%
	Mental Health	252	45	297	15.2%	235	34	269	12.6%
	Rehab / Geriatrics	43	7	50	14.0%	36	12	48	25.0%
	Surg&Anest.	493	94	587	16.0%	520	80	600	13.3%
	Women & Child	933	147	1080	13.6%	943	147	1090	13.5%
	<b>Health Sciences Centre Total</b>		<b>2840</b>	<b>677</b>	<b>3517</b>	<b>19.2%</b>	<b>2805</b>	<b>534</b>	<b>3339</b>
Misericordia	Admin/Other	89	12	101	11.9%	87	13	100	13.0%
	Clinical Support					5	1	6	16.7%
	Community	177	38	215	17.7%	175	31	206	15.0%
	Emergency / Urgent Care					1	2	3	66.7%
	Mental Health		2	2	100.0%	1		1	0.0%
	Rehab / Geriatrics	8		8	0.0%	8	1	9	11.1%
	Surg&Anest.	69	12	81	14.8%	63	9	72	12.5%
	<b>Misericordia Health Centre Total</b>		<b>343</b>	<b>64</b>	<b>407</b>	<b>15.7%</b>	<b>340</b>	<b>57</b>	<b>397</b>
Seven Oaks	Admin/Other	33	10	43	23.3%	27	12	39	30.8%
	Clinical Support	4		4	0.0%	3	2	5	40.0%
	Critical Care	28	4	32	12.5%	20	10	30	33.3%
	Emergency / Urgent Care	71	16	87	18.4%	64	20	84	23.8%
	MB Renal Program	153	13	166	7.8%	162	26	188	13.8%
	Medicine	164	28	192	14.6%	168	39	207	18.8%
	Mental Health	59	5	64	7.8%				
	Rehab / Geriatrics	85	7	92	7.6%	87	4	91	4.4%
	Surg&Anest.	144	19	163	11.7%	10	13	23	56.5%
	<b>Seven Oaks Gen Hospital Total</b>		<b>741</b>	<b>102</b>	<b>843</b>	<b>12.1%</b>	<b>541</b>	<b>126</b>	<b>667</b>

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		Filled Positions	Vacant Positions	Total Positions	% Vacant	Filled Positions	Vacant Positions	Total Positions	% Vacant
St Boniface	Admin/Other	21	7	28	25.0%	18	8	26	30.8%
	Cardiac Sciences	261	30	291	10.3%	246	46	292	15.8%
	Clinical Support	16	14	30	46.7%	17	1	18	5.6%
	Community	1		1	0.0%				
	Critical Care	102	20	122	16.4%	97	29	126	23.0%
	Emergency / Urgent Care	200	56	256	21.9%	208	62	270	23.0%
	Facility Support	1	4	5	80.0%	2		2	0.0%
	MB Renal Program	72	28	100	28.0%	84	14	98	14.3%
	Medicine	223	34	257	13.2%	220	35	255	13.7%
	Mental Health	46	9	55	16.4%	43	7	50	14.0%
	Palliative Care	24	2	26	7.7%	20	5	25	20.0%
	Rehab / Geriatrics	7		7	0.0%	7		7	0.0%
	Surg&Anest.	298	60	358	16.8%	316	52	368	14.1%
	Women & Child	290	62	352	17.6%	305	100	405	24.7%
	<b>St Boniface Hospital Total</b>		<b>1562</b>	<b>326</b>	<b>1888</b>	<b>17.3%</b>	<b>1583</b>	<b>359</b>	<b>1942</b>
Victoria	Admin/Other	51	14	65	21.5%	34	18	52	34.6%
	Clinical Support	8		8	0.0%	8		8	0.0%
	Emergency / Urgent Care	56	2	58	3.4%	52	3	55	5.5%
	Medicine	109	12	121	9.9%	112	11	123	8.9%
	Mental Health	31	1	32	3.1%	102	10	112	8.9%
	Rehab / Geriatrics	29	5	34	14.7%	24	8	32	25.0%
	Surg&Anest.	95	8	103	7.8%	85	14	99	14.1%
<b>Victoria General Hospital Total</b>		<b>379</b>	<b>42</b>	<b>421</b>	<b>10.0%</b>	<b>417</b>	<b>64</b>	<b>481</b>	<b>13.3%</b>

**Note:**

Fiscal 2017/18 is a snapshot as of March 31, 2018

Fiscal 2018/19 is a snapshot as of March 10<sup>th</sup>, 2019

