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Health

Maximizing Administrative Data for Strategic HHR Planning – An Employer’s Experience

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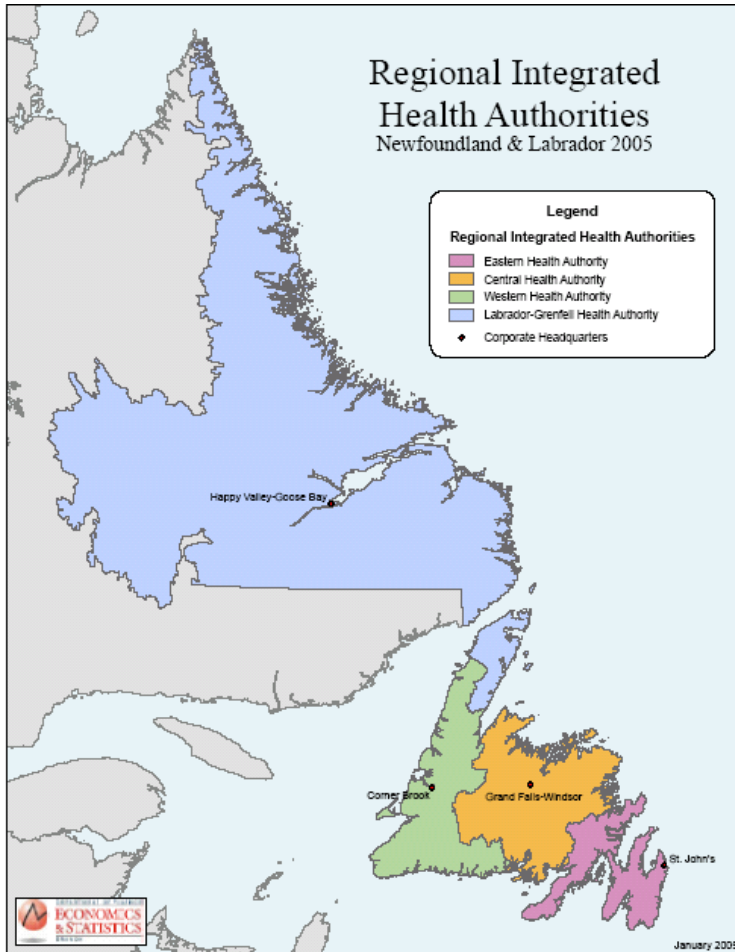
- New organization; formed in April 2005
- Management Recruitment Finalized in 2007;
- Administrative Structures not fully regionalized



Overview



Overview



Provincial Health System

<u>IRHA</u>	<u>Population</u>
Eastern	295,000
Central	100,926
Western	82,034
<u>Labrador Grenfell</u>	<u>40,516</u>
TOTAL	518,476

Human Resources Planning



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Three Drivers of Organizational Performance:

- An Engaged Workforce
- Effective Leadership
- Talent Management



Human Resources Planning

Workforce Planning

➤ Annual Planning Process

- *Budgeting*
- *HR*
- *Organizational Strategic Planning*



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Human Resources Planning



Other internal HR Planning Groups

- Nursing Planning
- Allied Health Planning
- Long Term Care Skill Mix/Scope of Practice



Planning Linkages

- Provincial HR Planning Group
- Provincial Bursaries and Incentives Committee
- VP's of HR Monthly Meetings
- CEO's Monthly Meetings



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Data Collection & Challenges

- Payroll Information
- Cognos CUBE
- Human Resources Information System
- Provincial Pensions Data



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- Utilization Data (Workload Measurement)
- Exit Interviews
- CIHI, NLCHI, NLCAHR



Opportunities & Future Directions

- Provincial Planning
- Communication & Access to Information
- Improved Utilization of Human Resources
- Human Resource Information System



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