

Staff Experience: Staffing, Vacancy Reporting, & Recruitment

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Staff Experience



Staff Experience

This is where we want to work, grow and thrive



1. Retain, recruit and support the people needed to shape our future.

OBJECTIVE

- 1.1 Ensure our workplaces are physically and emotionally safe for staff.
- 1.2 Empower staff by creating a safe and just culture that encourages and enables everyone to contribute to decisions related to their daily work, to speak up and to learn from their mistakes.
- 1.3 Encourage and promote a healthy lifestyle and work-life balance to prevent burnout and to help our staff feel supported, healed and valued.
- 1.4 Ensure that our recruitment efforts are efficient, effective and reflect our values.
- 1.5 Unite all professions in our work together through an Interprofessional Collaborative Model of Practice.

2. Support the ongoing development of our current and future leaders.

OBJECTIVE

- 2.1 Ensure that staff have access to the professional development resources and related supports necessary to be effective in their current roles and to guide development of our future leaders.
- 2.2 Provide our leaders with the knowledge and skills required to better support staff, to reinforce our culture, to live our values and to mentor development of our future leaders.

STRATEGIC PLAN

2026

Areas of Focus



Staffing

UKG Pro Workforce Management has been implemented to replace antiquated system



Vacancy Reporting

True unit vacancies are difficult to determine, leading to delays in recruiting of base staff.



Recruitment

Creative and new recruitment strategies are required to attract candidates in today's job market.





Staffing - UKG Pro

Activities To Date

1. Successful implementation of UKG Pro Workforce Management

Success Criteria

1. Improved identification of vacant shift and filling process
2. Improved processes related to vacation requests, OT, leaves and shift trades

Next Steps

1. Leverage UKG Pro data analytics module to allow for shift vacancy tracking



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Vacancy Reporting

Activities To Date

1. Virtuo position control data trial (budgeted to filled FTE reporting)
2. Exploring internal business intelligence solutions
3. Review of Talent Pool Builder software (posted vacancy reporting, see also Recruitment enhancements)

Success Criteria

1. Reliable and accessible vacancy data at the department and organizational level

Next Steps

1. Evaluate position control data trial to assist in budgeted vs actual FTE vacancy reporting
2. Finalize Talent Pool Builder contract



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Recruitment

Activities To Date

1. Advocacy and maximize use of new programs (Externs, CCPN, Blue Branch)
2. Development of recruitment & retention policies
3. Re-established internal HHR working group
4. Talent Pool Builder – enhanced recruitment reach processes and experience

Success Criteria

1. Reduced vacancies
2. Attract and retain top talent

Next Steps

1. Talent Pool Builder contract and implementation
2. HHR working group initiatives
3. Strategic Recruitment Plan



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THANK YOU

QUESTIONS ?



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