

October 2013

Health Professional Vacant Position Report

*Health Workforce Planning Division, Department of Health and
Community Services*



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Introduction

One of the goals of the Health Workforce Planning Division is to provide policy makers with information about the supply and distribution of health professionals in Newfoundland and Labrador (NL). In collaboration with the Regional Health Authorities (RHAs), the Health Workforce Planning Division conducts a bi-annual survey of health workforce vacant positions by profession, excluding physicians; this report focuses on data collected on October 1, 2013 as well as historical trending of vacant positions data. The number of vacant positions is collected as a point-in-time statistic meaning that RHAs submit only those positions that are vacant on a specified date of collection, rather than a summation of all vacant positions over the entire period.

Methodology Changes from Previous Reports

A vacancy begins when the request to fill the vacancy (with all required approvals) is received in the Human Resources Department. In previous reports, a vacancy was created when the position was posted. As a result of this change, the vacancy period, or number of days that a position has been vacant, may be longer than in previous iterations of this report. Further information on vacancies collection, including definitions, is available in the Methodological Notes section.

In October 2013, the Health Human Resource Information System (HHRIS) was used for the first time to collect vacancy data. The results are summarized in this report in two sections: Registered Nurse Vacant Positions and Health Professional External Recruitment Postings.

Previously, there was a third component of this report: Difficult-to-Fill Vacant Positions. In previous versions of this report, there was no standard definition of “difficult-to-fill” across all health-related occupations, and RHAs indicated difficult-to-fill vacancies based on their experience recruiting for the position and whether the position was vacant for at least two months. The new HHRIS allows RHAs to accurately report the number of days that a position has been under recruitment (Report 2-A); this new indicator can be used as a more precise measure of recruitment difficulty. The number of days that a position has been vacant is now included in the two remaining sections: Registered Nurse Vacant Positions and Health Professional External Recruitment Postings. There are numerous indicators that could also determine whether a position is difficult-to-fill that are beyond the scope of this report including turnover, location, education requirements and workforce demographics.

What do Health System Vacancies mean to Newfoundland and Labrador?

Health professional positions represent a large employment sector in NL. The RHA workforce in our province is a skilled and dedicated group of more than 20,000 individuals, representing almost 9 per cent of the entire provincial workforce of 230,000 people. These people form the

teams that provide quality healthcare services for the people of NL, from routine blood tests to complicated surgery.

Health services have created strong demand for health professionals across the province. Though not the only labour market indicator, the number of vacancies is one measure of whether a profession is facing increased demand and/or decreased supply.

Section 1: Registered Nurse Vacant Positions

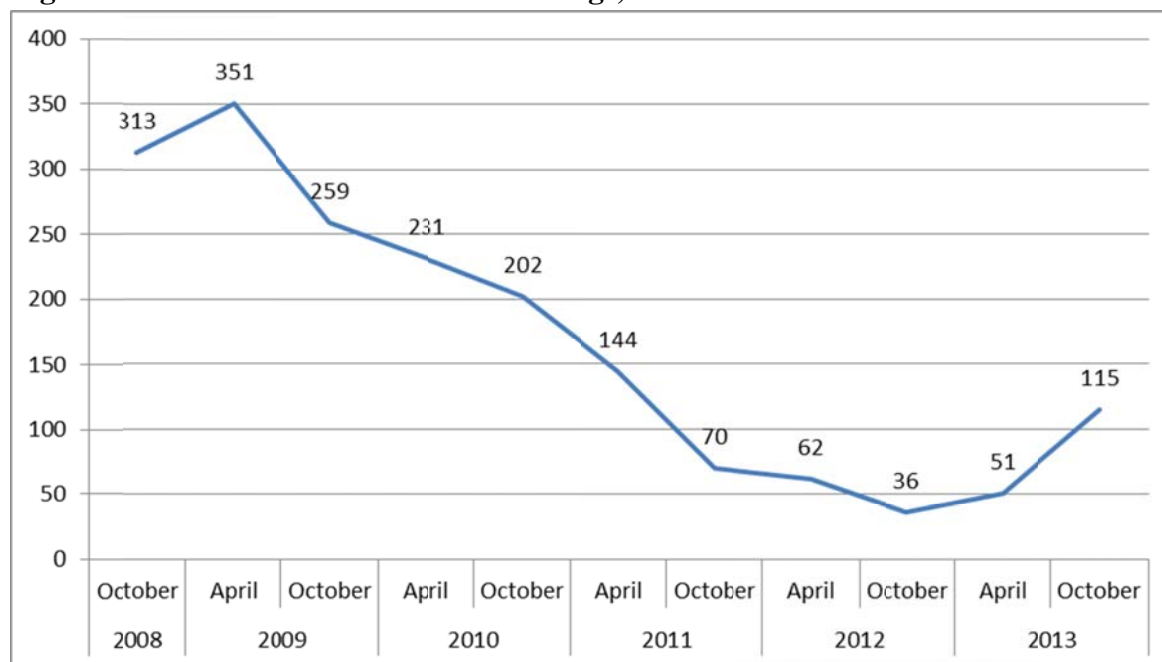
Registered Nurse (RN) vacancies include all vacant RN positions in a RHA, regardless of whether the position is being advertised to internal employees of the organization only, external to the public, or if the position has not been posted for recruitment. RN vacancies include permanent, temporary, and casual positions.

Current Status:

In October 2013, the number of RN bargaining unit vacant positions posted external to the RHA was 115 positions. This represents 64 per cent of all RN bargaining unit vacancies. In addition, 64 RN bargaining unit vacancies were posted internal only (36 per cent of vacant positions). In 2012-13, there were 5,518 RNs employed in RHAs, the most ever recorded.

Acknowledging the constant internal movement of employees, policy makers are primarily concerned with the number of RN vacancies that have been posted for candidates external to the RHA. The number of external recruitment postings for RN positions declined 90 per cent between April 2009 and October 2012 (Figure 1), but the number of vacant positions has increased in the last two collection periods.

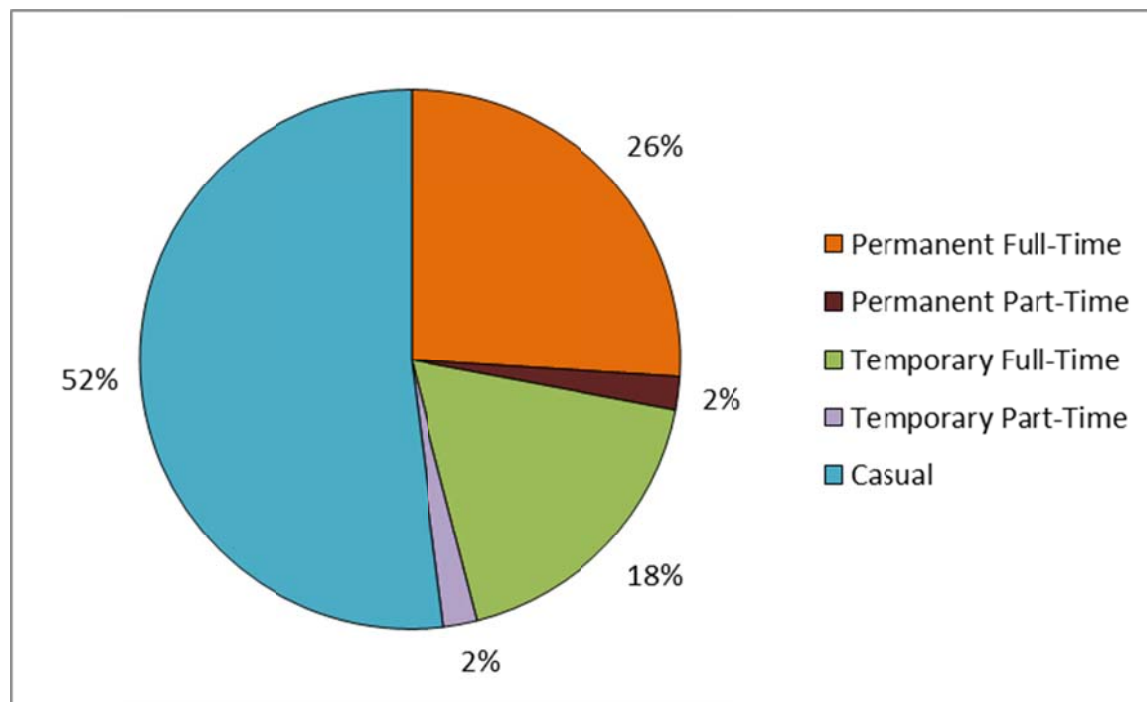
Figure 1. RN External Recruitment Postings, 2008-2013.



Recruitment incentives over the past few years, such as bursaries and signing bonuses, has increased new graduate recruitment and reduced the number of RN external recruitment postings over the past several years. Although RHAs report increases in external recruitment postings during the last two collection periods, caution is noted that, in October 2013, over half the 115

RN external recruitment postings were for casual positions, and 20 per cent were temporary positions. Only 28 per cent of vacant RN positions posted for recruitment in October 2013 were for permanent positions (Figure 2).

Figure 2. Percentage of RN External Recruitment Postings by Employment Type, October 2013.



The number of casual RNs tends to vary in each RHA. Eastern Health's requirements are influenced by its larger workforce, the nature of working in tertiary care settings, growth factors, waitlist reduction initiatives, and the need for workforce replacements. Casual employees may work significantly less than full-time hours. In 2007/08, Eastern Health asked 562 nursing employees if they wanted their positions converted from casual to permanent status; 168 accepted. The remaining RNs chose to remain part-time and casual positions.

From 2012 to 2013, RHAs were undertaking a Health Care Management (HCM) Group review process to identify inefficiencies and opportunities to improve operations. As a result, recruitment efforts respecting many vacant positions were placed on hold and some positions that were traditionally permanent were posted as temporary pending the outcome of the review. Since the HCM review completed in 2013, positions that were filled on a temporary basis and would remain in the organization are now able to be re-filled as permanent.

The 115 RN vacant positions in October 2013 included 45 in Eastern Health, 34 in Central Health, 3 in Western Health, and 33 in Labrador-Grenfell Health. These 115 postings included 11 nurse practitioner positions: 4 in Eastern Health, 1 in Central Health, 2 in Western Health and

4 in Labrador-Grenfell Health. Labrador-Grenfell Health also reported 2 vacant regional nurse positions. The average vacancy period for RNs (including nurse practitioners) was 131 days, approximately 4 months. Nurse practitioner positions take longer to recruit than all other RN position categories.

Of the 45 external recruitment postings in Eastern Health, there were 21 in city hospitals and long term care facilities including 12 at the Health Sciences Centre. There were 24 located in rural areas outside the St. John's metro area, most notably 6 positions at Carbonear General Hospital and 4 positions at the Harbour Lodge Nursing Home in Carbonear.

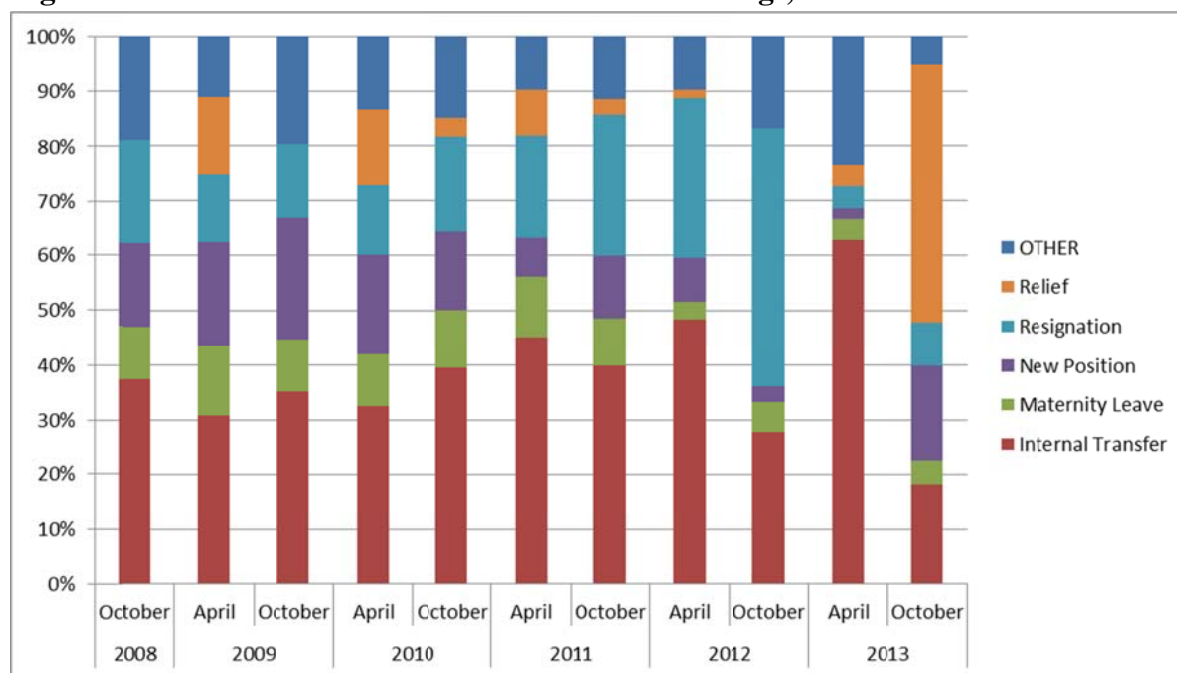
Central Health reported an increase in externally recruited RN positions over the past 6 months, from 2 positions in October 2012 to 34 positions in October 2013. These 34 vacant positions included 14 RN positions at James Paton Memorial Hospital in Gander of which 10 permanent full-time positions have since been filled and 4 temporary full-time positions are still vacant. Another 9 positions (1 temporary full-time and 8 casual) were being recruited externally at the Central Newfoundland Regional Health Centre in Grand Falls-Windsor, and 11 positions (2 temporary full-time, 1 temporary part-time and 8 casual) were located in rural communities.

Western Health reported 1 nurse practitioner vacancy in each of Ramea and Port Saunders, and 1 clinical educator vacancy in long term care. As with Eastern Health, bursaries and signing bonuses have aided the recruitment of new nursing graduates to areas of need in Western Health.

Despite being the smallest RHA in terms of workforce size, Labrador-Grenfell Health had 33 vacant RN bargaining unit positions in October 2013. Labrador-Grenfell Health reported vacancies in several of its larger facilities, including 14 at the Labrador Health Centre in Happy Valley-Goose Bay, 5 at the Charles S. Curtis Memorial Hospital in St. Anthony, and 4 at the Captain William Jackman Memorial Hospital in Labrador City. The remaining 9 vacancies were in rural and remote communities. The only permanent full-time positions noted in Labrador-Grenfell Health included 8 positions in Happy Valley-Goose Bay, 1 position in Forteau, and 1 position in Natuashish. The remaining 23 vacant positions included 1 permanent part-time, 9 temporary full-time and 12 casual.

RHAs indicated that 47 per cent of postings were the result of temporary relief pool replacements and 18 per cent were the result of internal transfers. Other major contributors were: new positions (17 per cent), resignations (8 per cent), and maternity leaves (4 per cent). Trends over the past several years show that internal transfers is the top reason for RN external recruitment postings; however, in October 2013, RHAs reported more vacancies due to temporary relief pool replacements than have been reported in any previous year (Figure 3).

Figure 3. Reasons for RN External Recruitment Postings, 2008-2013.



International recruitment of RNs has been used to help fill nursing positions in this province. From April 2010 to April 2013, 52 internationally-educated nurses (IENs) were hired in RHAs, including 17 in Eastern Health, 12 in Central Health, and 23 in Labrador-Grenfell Health. Western Health has not been involved in IEN recruitment. Of these 52 IENs, 30 are still employed with RHAs, 14 resigned, 6 were terminated during the probationary period (due to clinical practice issues or failure to pass the Canadian Registered Nurse Examination), and 1 passed away.

Due to past nursing shortages and movement to a more interdisciplinary team environment, management positions historically filled by RNs may be offered to individuals with other health professional backgrounds and may no longer be considered only RN positions. All vacant management positions in RHAs are collected in Section 2: Health Professional Vacant Positions.

Tables:

Further detail on RN vacant positions is given in Annex A. Reports are grouped according to classification as follows:

Report	Classification	Description	Page
Report 1 – A	Bargaining Unit	RHA / Sector / Facility / Posting Type	13
B	Bargaining Unit	RHA / Employment Type / Sector / Posting Type	15
C	Bargaining Unit	RHA / Employment Type / Facility / Posting Type	17
D	Bargaining Unit	RHA / Times Series	20
E	Bargaining Unit	RHA / Vacancy Reason / External Recruitment Postings	21

Section 2: Health Professional External Recruitment Postings

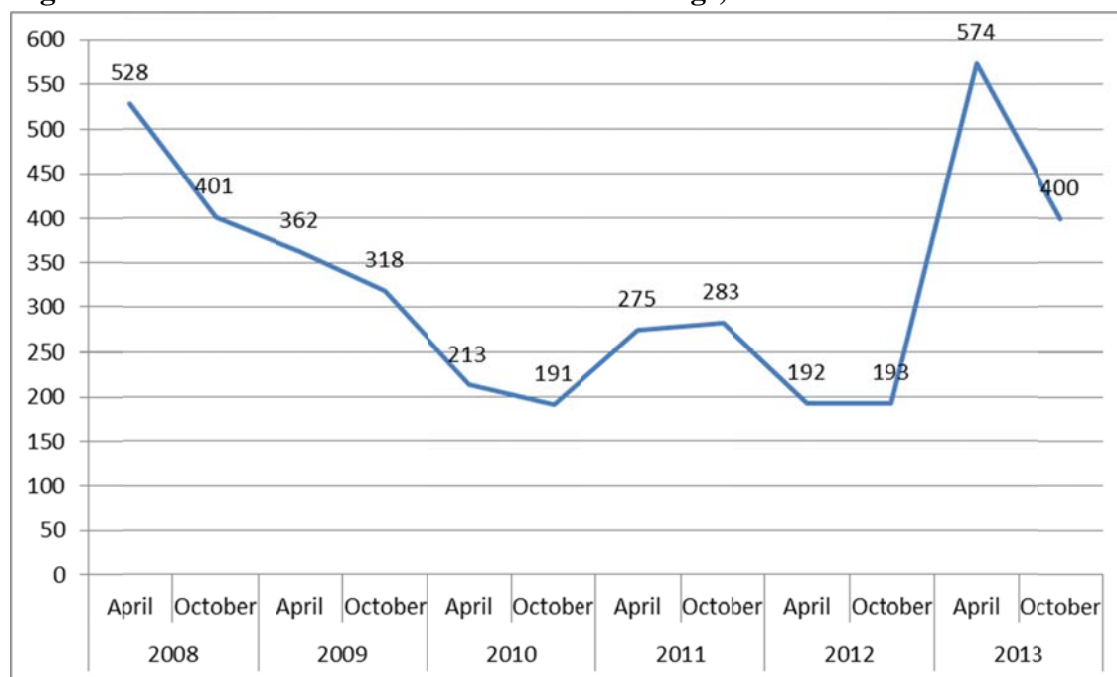
External recruitment postings include only vacant positions that are being actively recruited external to the RHA. They only represent a proportion of total health system vacant positions. Internal recruitment postings represent movement in the organization, and are not included in this analysis. It is possible that a position may be vacated for a period of time due to illness / injury / other leave, and the RHA will not advertise the position externally. Rather, the RHA may choose to backfill the position with relief staff or overtime. These positions are not included in this analysis.

Positions in this section are grouped into three main occupation categories: primary occupations, ancillary-clinical occupations and ancillary-support occupations. Definitions are provided in the Methodological Notes section.

Current Status:

Over the past six years, there has been considerable fluctuation in the number of external recruitment postings (Figure 4). Between 2008 and 2010, external recruitment postings decreased from 528 to 191. Successful recruitment was a key contributor in this decrease. RHAs may have also chosen to discontinue selected external recruitment postings due to poor recruitment results such as lack of suitable candidates or no applicant pool. In 2011, the number of external recruitment postings increased but did not reach previously high levels. The following year, in 2012, the number of external recruitment postings decreased again, reminiscent of 2010 data. At that time, RHAs indicated that many vacant positions were not under active recruitment pending the outcomes of the HCM review as stated previously.

In 2013, the number of external recruitment postings increased, peaking at 574 in April 2013 but down again to 400 in October 2013. An increase in external recruitment postings from previous years is reasonable, given that the HCM review is complete and positions that were filled on a temporary basis and will remain in the organization may now be re-filled as permanent.

Figure 4. Number of External Recruitment Postings, 2008-2013.***Primary Occupations:***

In the primary occupations category, 169 positions were posted for external recruitment in October 2013; however, 45 per cent of these postings were temporary call-in. The remaining positions included permanent (33 per cent) and temporary (22 per cent) employment.

RHAs indicated 88 postings for licensed practice nurse positions in October 2013, which is the highest ever recorded by RHAs during the vacancy collection process. Six months prior, in April 2013, the number of licensed practical nurse postings was 59 and in the previous October the number of postings was 13. It is worth noting the 80 per cent of the 88 licensed practical nurse postings in October 2013 were for temporary call-in positions, whereas 10 per cent were for permanent positions (8 per cent full-time and 2 per cent part-time) and 10 per cent were for temporary positions (full-time only).

RHA also reported 27 postings for management positions in October 2013, which is the highest number of management vacancies since October 2010. The majority of management postings (20 postings) were located in Eastern Health; there were 5 postings in Labrador-Grenfell Health and 2 in Western Health. Management positions are paid on the HL scale, and include both clinical and non-clinical managers. For all RHAs, in October 2013, there were five postings for scientists paid on the HL scale, including a clinical biochemist, clinical microbiologist, molecular geneticist, scientific specialist – mass spectrometry, and senior radiopharmacist / radiochemist. Five senior management positions were also being recruited in RHAs, including a Director of Quality and Risk Management, Regional Director of Laboratory Medicine, Regional

Director of Pharmacy, Vice-President of Medical Affairs and Vice-President of Financial and Corporate Services.

The average vacancy period for primary occupations was 181 days, approximately 6 months. Although there were only 2 combined laboratory and x-ray (LX) technologist positions posted in October 2013 (both in Eastern Health), it is worth noting that these positions have been under active recruitment for over 2.5 years. Similarly, 2 medical flight specialist positions have been posted for over 3 years. Incentives have been used successfully to fill vacancies in these occupation groups over the past few years such as bursaries, signing bonuses and salary continuance. It is expected that continuation of incentives will help to fill remaining vacancies.

Ancillary-Clinical Occupations:

There were 114 external recruitment postings for ancillary-clinical positions in RHAs, including 56 personal care attendant positions. Previously, in April 2013, RHAs reported 140 personal care attendant postings; however, 100 were posted by Eastern Health due to personal care attendant conversions from temporary to permanent as a result of skill mix realignments at the Hoyles-Escasoni Complex. These 100 positions were filled almost immediately. Almost 80 per cent of the 56 personal care attendant postings in October 2013 were for temporary call-in positions; only 6 per cent were permanent positions (2 per cent full-time and 4 per cent part-time) and 16 per cent were temporary positions (2 per cent full-time and 14 per cent part-time).

In October 2013, there were 40 social assistance worker positions being recruited externally. All positions were posted by Eastern Health and 95 per cent were permanent full-time. There has been no vacancies reported for social assistance workers since October 2011; however, these 40 social assistance worker positions are being recruited for the new Treatment Centre for Youth with Complex Mental Health Needs in Paradise to be opened in 2014.

The average vacancy period for ancillary-clinical occupations was 92 days, approximately 3 months. RHAs report that some occupations, such as medical laboratory technicians and paramedics, may take longer to recruit.

Ancillary-Support Occupations

The ancillary-support category, which includes occupation groups such as administration, dietary, facilities/skilled trades, housekeeping, laundry, and materials, had 117 postings in October 2013. The majority of postings (37) were for facilities / skilled trades occupations as shown in Table 1 below. Almost three-quarters of facilities/skilled trades postings were permanent full-time positions.

Table 1. Trades Worker External Recruitment Postings - October 2013

Occupation	Number of Vacancies
Trades Worker II - Electrical	9
Trades Worker II - Plumbing	7
Trades Worker II - Mechanical	6
Trades Worker II - Carpentry	4
Maintenance Repairer I	4
Trades Worker - Painter	2
Trades Worker II - Power Engineer 4th Class	2
Trades Worker II	2
Engineering Technician II	1
TOTAL	37

RHAs also reported 24 postings for administrative positions such as clerks and typists, and 23 postings for housekeeping positions. 45 per cent of administrative positions and 78 per cent of housekeeping positions were temporary call-in.

The average vacancy period for ancillary-support occupations was 161 days, approximately 5 months. Facilities/skilled trade positions have been posted for an average of 8 months. Recruitment of skilled trade workers may be more difficult due to increased competition from the private sector.

Reasons for Vacancies

In October 2013, RHAs were asked to identify the reasons for vacant positions; previously, this information was only captured for nursing vacancies. The top 5 reasons for vacancies included relief pool replacement (40 per cent), new positions (22 per cent), internal transfers (11 per cent), resignations (10 per cent) and retirements (5 per cent). Further analysis by reason for vacancy is provided in Table 2 below.

Table 2. Reason for Health Professional Vacancy - October 2013

Reason for Vacancy	Number of Vacant Positions	Percentage of Vacant Positions
Relief	160	40%
New Position	87	22
Internal Transfer	43	11
Resignation	39	10
Retirement	19	5
Maternity Leave	16	4
Leave of Absence	15	4
Other	8	2
Sick Leave	7	2
Worker's Compensation	4	1
Termination	1	0
Training	1	0
Grand Total	400	100%

Tables

Further detail on external recruitment postings is given in Annex B. Reports are grouped according to classification as follows:

Report	Classification	Description	Page
Report 2 – A	All occupations, except RN	Occupation / RHA / Employment Type / Recruitment	23
B	All occupations, except RN	Occupation / Time Series	24
C	All occupations, except RN	Top 5 Reasons for Vacancy by Occupation	26

Methodological Notes

Definitions

Ancillary Occupations - Clinical

These are individuals that do not fit the Primary Occupations category but may provide direct patient care or diagnostic services, and generally work under the direction of primary occupations. Examples include medical laboratory technicians, personal care attendants, and recreation therapy workers.

Ancillary Occupations – Support

These are individuals that support the system. They do not fit the Primary Occupations or Ancillary Occupations – Clinical categories. Examples include laundry, dietary, housekeeping, and information systems staff.

Primary Occupations

Primary occupations provide direct patient care, diagnostic services, or manage the health system (including clinical and non-clinical managers). They also meet one or more of the following conditions: there exists a regulatory body and/or professional association, and/or their post-secondary educational background is generally in excess of a single year (i.e. technologist vs. technician). Examples include registered nurses, psychologists, medical laboratory technologists, and speech language pathologists.

Temporary Unassigned Vacancy or Posting (Casual or Temporary Call-In)

A position that has no set schedule and employees are requested to work on an as-needed basis. Casual and temporary call-in employees provide relief for other employees on various types of leave and cover short-term / unpredictable increases in workloads. There may be a limited number of casual and temporary call-in employees available due to time of year, location, and expertise area.

- Casual: In the Newfoundland and Labrador Nurses' Union (NLNU) and Association of Allied Health Professionals (AAHP) collective agreements, these employees are called "casual." These employees have no obligation to the RHA to come when they are called and the RHA has no obligation to call any one particular employee.
- Temporary call-in: In the Newfoundland and Labrador Association of Public and Private Employees (NAPE) and Canadian Union of Public Employees (CUPE) collective agreements, these employees are called "temporary call-in." Temporary call-in employees are called to work in order of seniority. They are obligated to work

when called; seniority is forfeited if a temporary employee refuses to report for work at least three times when called.

Vacancy or Posting (Permanent, Temporary, and Float)

A position that is available to another candidate because the previous incumbent has left the position or is on leave from the position for more than thirteen (13) weeks, or it is a new position. This does not include temporary unassigned postings.

A vacancy begins when the request to fill the vacancy (with all required approvals) is received in Human Resources. In previous reports, a vacancy was created when the position was posted. As a result of this change, the vacancy period, or number of days that a position has been vacant, may be longer than in previous iterations of this report.

Point-in-Time

The number of vacant positions is collected as a point-in-time statistic meaning that RHAs submit only those positions that are vacant on a specified collection date, rather than a summation of all vacant positions over the entire period. The number of vacant positions are collected twice annually: April 1 and October 1, as well as trending of vacant positions data over time.

Time of Year

The number of vacancies is volatile and can change on a daily basis. Changes are due to a number of factors:

- Time of year - more vacancies in spring and summer due to need for summer relief
- New government initiatives (for example, wait times)
- Skill mix changes
- Equipment changes or new equipment, or
- After a RHA has initiated a strategy to reduce workforce vacancies.

April/May is the time of year when the majority of summer recruitment occurs, therefore the number of positions being recruited is usually higher than other times throughout the year. This is also the time when most students are finished their final exams, and although they do not graduate until May, RHAs will advertise and may hire students prior to graduation. Also, throughout fall and winter, as employees leave the organization, there is generally a small pool from which to recruit until new graduates are available in the spring.

Posting Type

For the purposes of this report, vacancies are classified into two categories:

- External recruitment posting
- Posted internal only

External recruitment postings are the primary interest of policy makers as a measure of the number of individuals that need to be recruited external to the organization in order to fill vacant positions. In previous versions of the Health Professional Vacant Position Report, external recruitment postings were divided into two categories: posted both internal and external, and posted external only. When an employee leaves an organization or moves to a new position, the vacant position is almost always posted for internal competition, as required by the collective agreement, before being posted for an external candidate. These vacancies were previously classified as posted both internal and external. In instances where a position is immediately advertised for an external candidate without having been posted internally, the vacancy was previously classified as posted external only. **Starting in October 2010, external recruitment postings refer to all positions that were posted external to the RHA, regardless of whether they were initially posted for internal candidates.**

There is, and always will be, internal movement within RHAs. Another employee may apply for and be accepted into the vacant position, causing another internal vacancy, etc. Because of the nature of internal postings, they cannot be considered explicitly as an indication of a need for additional, externally-supplied health professionals. It is also noted that vacancies may not be posted if the RHA decides not to fill a position due to budgetary constraints or program changes.

Annex A: Tables – Registered Nurse Vacant Positions

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Sector / Facility / Posting Type

RHA	Sector	Facility	External Recruitment Postings	Posted Internal	Grand Total	
ERHA	Acute Care	Burin Peninsula Health Centre	1		1	
		Carbonear General Hospital	6		6	
		Clarenville GB Cross Hospital	3	4	7	
		Grand Bank Health Centre	3		3	
		Health Science Centre	12	11	23	
		Janeway	1	6	7	
		St. Clare's	3	6	9	
		Bonavista Peninsula	1		1	
	Acute Care Total			30	27	57
	Combined Facility	Majors Path			1	1
		Miller Center		1	2	3
		Placentia Health Care Centre		1		1
		Waterford		1	2	3
	Combined Facility Total			3	5	8
	Community Care	Building 532		1	1	2
		Charles Bell Building Kenmount Road			1	1
		Coish Place		1		1
		Community Health St. John's			1	1
		Conception Bay South			1	1
		Harbour Grace HCS Office		2		2
		Harbour Lodge Nursing Home			1	1
		Bonavista HCS Office Chapel Hill		1		1
		Marystown HCS Building		1		1
	Community Care Total			6	5	11
	Long Term Care	Harbour Lodge Nursing Home		4		4
		Hoyle-Escasoni Complex			1	1
		Miller Center			1	1
St. Patrick's Mercy Home			1	2	3	
Glenbrook Lodge			1		1	
Long Term Care Total			6	4	10	
ERHA Total			45	41	86	
CRHA	Acute Care	Baie Verte Peninsula Health Center	1		1	
		Central NL Regional Health Centre	1	2	3	
		Doctor Hugh Twomey Health Center	1	1	2	
		James Paton Memorial Regional Health Centre	2	1	3	
		North Haven Manor	1		1	
	Acute Care Total			6	4	10
	Combined Facility	Baie Verte Peninsula Health Center		1		1
		Central NL Regional Health Centre		8	1	9
		James Paton Memorial Regional Health Centre		12	5	17
	Combined Facility Total			21	6	27
	Community Care	Bell Place Comm. Health Centre Gander			1	1
		Botwood Community Health Centre		1	1	2
		Green Bay Health Center		1		1
	Community Care Total			2	2	4
	Long Term Care	A.M. Guy Memorial Health Centre			1	1
Carmelite House				1	1	
Fogo Island Health Center			3		3	

			External Recruitment Postings	Posted Internal	Grand Total
RHA	Sector	Facility			
		Green Bay Health Center	2		2
		Lakeside Homes		1	1
	Long Term Care Total		5	3	8
	Systems	Regional Office		1	1
	Systems Total			1	1
CRHA Total			34	16	50
WRHA	Combined Facility	Ramea Clinic	1		1
		Rufus Guinchard Health Centre	1		1
	Combined Facility Total		2		2
	Long Term Care	Long-Term Care	1		1
	Long Term Care Total		1		1
WRHA Total			3	0	3
LGRHA	Acute Care	Goose Bay - Labrador Health Centre	14	2	16
		Labrador City - CWJM Hospital	1		1
		St. Anthony - CSCM Hospital	5	4	9
		To Be Determined	4		4
		Various Locations	1		1
	Acute Care Total		25	6	31
	Combined Facility	Forteau - Labrador South Health Centre	1		1
		Labrador City - CWJM Hospital	3		3
	Combined Facility Total		4		4
	Community Care	Nain - Community Clinic		1	1
		Natuashish - Community Clinic	1		1
		Port Hope Simpson - Community Clinic	1		1
		To Be Determined	1		1
	Community Care Total		3	1	4
	Long Term Care	Goose Bay - Paddon Home Long Term Care	1		1
	Long Term Care Total		1		1
LGRHA Total			33	7	40
Grand Total			115	64	179

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Employment Type / Sector / Posting Type

RHA	Employment Type	Sector	External Recruitment Postings	Posted Internal	Grand Total	
ERHA	Permanent Full-Time	Acute Care	5	10	15	
		Combined Facility	1	2	3	
		Community Care		2	2	
		Long Term Care		1	1	
	Permanent Full-Time Total			6	15	21
	Permanent Part-Time	Acute Care	1	5	6	
		Combined Facility		1	1	
		Long Term Care		1	1	
	Permanent Part-Time Total			1	7	8
	Temporary Full-Time	Acute Care	4	5	9	
		Combined Facility		1	1	
		Community Care		1	1	
		Long Term Care	1	1	2	
	Temporary Full-Time Total			5	8	13
	Temporary Part-Time	Acute Care		2	2	
		Community Care	1	2	3	
		Long Term Care		1	1	
	Temporary Part-Time Total			1	5	6
	Casual	Acute Care	20	5	25	
		Combined Facility	2	1	3	
		Community Care	5		5	
Long Term Care		5		5		
Casual Total			32	6	38	
ERHA Total			45	41	86	
CRHA	Permanent Full-Time	Acute Care	1	3	4	
		Combined Facility	9		9	
	Permanent Full-Time Total			10	3	13
	Temporary Full-Time	Acute Care	2		2	
		Combined Facility	3	1	4	
		Community Care	1	2	3	
		Long Term Care	1	3	4	
		Systems		1	1	
	Temporary Full-Time Total			7	7	14
	Temporary Part-Time	Acute Care	1	1	2	
	Temporary Part-Time Total			1	1	2
Casual	Acute Care	2		2		
	Combined Facility	9	5	14		
	Community Care	1		1		
	Long Term Care	4		4		
Casual Total			16	5	21	
CRHA Total			34	16	50	
WRHA	Permanent Full-Time	Combined Facility	2		2	
		Long Term Care	1		1	
	Permanent Full-Time Total			3	3	
WRHA Total			3	0	3	
LGRHA	Permanent Full-Time	Acute Care	8	4	12	
		Combined Facility	1		1	
		Community Care	2	1	3	

RHA	Employment Type	Sector	External Recruitment Postings	Posted Internal	Grand Total
	Permanent Full-Time Total		11	5	16
	Permanent Part-Time	Acute Care	1	1	2
	Permanent Part-Time Total		1	1	2
	Temporary Full-Time	Acute Care	7	1	8
		Community Care	1		1
		Long Term Care	1		1
	Temporary Full-Time Total		9	1	10
	Casual	Acute Care	9		9
		Combined Facility	3		3
	Casual Total		12		12
LGRHA Total			33	7	40
Grand Total			115	64	179

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Employment Type / Facility / Posting Type

RHA	Employment Type	Facility	External Recruitment Postings	Posted Internal	Grand Total	
ERHA	Permanent Full-Time	Building 532		1	1	
		Community Health St. John's		1	1	
		Grand Bank Health Centre	2		2	
		Health Science Centre	1	5	6	
		Janeway	1	4	5	
		Miller Center	1	2	3	
		St. Clare's	1	1	2	
		St. Patrick's Mercy Home		1	1	
	Permanent Full-Time Total			6	15	21
	Permanent Part-Time	Carbonear General Hospital	1		1	
		Clarenville GB Cross Hospital		4	4	
		St. Clare's		1	1	
		St. Patrick's Mercy Home		1	1	
		Waterford		1	1	
	Permanent Part-Time Total			1	7	8
	Temporary Full-Time	Harbour Lodge Nursing Home			1	1
		Health Science Centre	3		3	
		Janeway		2	2	
		Miller Center		1	1	
		St. Clare's		3	3	
		St. Patrick's Mercy Home	1		1	
		Waterford		1	1	
		Bonavista Peninsula	1		1	
	Temporary Full-Time Total			5	8	13
	Temporary Part-Time	Building 532	1		1	
		Charles Bell Building Kenmount Road		1	1	
		Conception Bay South		1	1	
		Health Science Centre		2	2	
		Hoyles-Escasoni Complex		1	1	
	Temporary Part-Time Total			1	5	6
	Casual	Burin Peninsula Health Centre	1		1	
		Carbonear General Hospital	5		5	
		Clarenville GB Cross Hospital	3		3	
		Coish Place	1		1	
		Grand Bank Health Centre	1		1	
		Harbour Grace HCS Office	2		2	
		Harbour Lodge Nursing Home	4		4	
		Health Science Centre	8	4	12	
Majors Path			1	1		
Placentia Health Care Centre		1		1		
St. Clare's		2	1	3		
Waterford		1		1		
Bonavista HCS Office Chapel Hill		1		1		
Marystown HCS Building		1		1		
Glenbrook Lodge	1		1			
Casual Total			32	6	38	
ERHA Total			45	41	86	

RHA	Employment Type	Facility	External Recruitment Postings	Posted Internal	Grand Total	
CRHA	Permanent Full-Time	Central NL Regional Health Centre		2	2	
		Doctor Hugh Twomey Health Center		1	1	
		James Paton Memorial Regional Health Centre	10		10	
	Permanent Full-Time Total			10	3	13
	Temporary Full-Time	A.M. Guy Memorial Health Centre			1	1
		Bell Place Comm. Health Centre Gander			1	1
		Botwood Community Health Centre			1	1
		Carmelite House			1	1
		Central NL Regional Health Centre	1		1	2
		Fogo Island Health Center	1			1
		Green Bay Health Center	1			1
		James Paton Memorial Regional Health Centre	4			4
		Lakeside Homes			1	1
		Regional Office			1	1
		Temporary Full-Time Total			7	7
	Temporary Part-Time	James Paton Memorial Regional Health Centre			1	1
		North Haven Manor		1		1
	Temporary Part-Time Total			1	1	2
	Casual	Baie Verte Peninsula Health Center		2		2
		Botwood Community Health Centre		1		1
		Central NL Regional Health Centre		8		8
		Doctor Hugh Twomey Health Center		1		1
		Fogo Island Health Center		2		2
		Green Bay Health Center		2		2
		James Paton Memorial Regional Health Centre			5	5
	Casual Total			16	5	21
	CRHA Total			34	16	50
WRHA	Permanent Full-Time	Ramea Clinic	1		1	
		Long-Term Care	1		1	
		Rufus Guinchard Health Centre	1		1	
	Permanent Full-Time Total			3		3
WRHA Total			3		3	
LGRHA	Permanent Full-Time	Forteau - Labrador South Health Centre	1		1	
		Goose Bay - Labrador Health Centre	8		8	
		Nain - Community Clinic		1	1	
		Natuashish - Community Clinic	1		1	
		St. Anthony - CSCM Hospital		4	4	
		To Be Determined	1		1	
	Permanent Full-Time Total			11	5	16
	Permanent Part-Time	Goose Bay - Labrador Health Centre			1	1
		Various Locations		1		1
	Permanent Part-Time Total			1	1	2
	Temporary Full-Time	Goose Bay - Labrador Health Centre			1	1
		Goose Bay - Paddon Home Long Term Care	1			1
		Labrador City - CWJM Hospital	1			1
		Port Hope Simpson - Community Clinic	1			1
		St. Anthony - CSCM Hospital	5			5
		To Be Determined	1			1
	Temporary Full-Time Total			9	1	10
	Casual	Goose Bay - Labrador Health Centre		6		6
		Labrador City - CWJM Hospital		3		3
To Be Determined			3		3	

RHA	Employment Type	Facility	External Recruitment Postings	Posted Internal	Grand Total
Casual Total			12		12
LGRHA Total			33	7	40
Grand Total			115	64	179

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Time Series

All RN External Recruitment Postings

RHA	April 2009	October 2009	April 2010	October 2010	April 2011	October 2011	April 2012	October 2012	April 2013	October 2013
Eastern Health	231	175	147	119	61	10	16	7	14	45
Central Health	58	35	36	30	41	20	4	2	26	34
Western Health	3	5	4	3	9	4	4	7	2	3
Labrador-Grenfell Health	59	44	44	50	33	36	38	20	9	33
TOTAL	351	259	231	202	144	70	62	36	51	115

Posted Internal Only and Not Posted

RHA	April 2009	October 2009	April 2010	October 2010	April 2011	October 2011	April 2012	October 2012	April 2013	October 2013
Eastern Health	129	122	162	121	144	152	92	68	56	41
Central Health		4		2	11	5		2	11	16
Western Health		1								
Labrador-Grenfell Health	2	1				1	3		2	7
TOTAL	131	128	162	123	155	158	95	70	69	64

All RN Vacancies

RHA	April 2009	October 2009	April 2010	October 2010	April 2011	October 2011	April 2012	October 2012	April 2013	October 2013
Eastern Health	360	297	309	240	205	162	108	75	70	86
Central Health	58	39	36	32	52	25	4	4	37	50
Western Health	3	6	4	3	9	4	4	7	2	3
Labrador-Grenfell Health	61	45	44	50	33	37	41	20	11	40
TOTAL	482	387	393	325	299	228	157	106	120	179

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Vacancy Reason / External Recruitment Postings

RHA	Vacancy Reason	External Recruitment Postings	Percentage of Vacancies for Each RHA
ERHA	Relief	32	71%
	Internal Transfer	8	18
	Maternity Leave	2	4
	Resignation	1	2
	Sick Leave	1	2
	Retirement	1	2
ERHA Total		45	100%
CRHA	Relief	14	41%
	New Position	11	32
	Internal Transfer	4	12
	Maternity Leave	2	6
	Leave of Absence	2	6
	Sick Leave	1	3
CRHA Total		34	100%
WRHA	Resignation	2	67%
	Internal Transfer	1	33
WRHA Total		3	100%
LGRHA	New Position	9	27%
	Relief	8	24
	Internal Transfer	8	24
	Resignation	6	18
	Maternity Leave	1	3
	Other	1	3
LGRHA Total		33	100%
Grand Total		115	

Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
Relief	54	47%
Internal Transfer	21	18
New Position	20	17
Resignation	9	8
Maternity Leave	5	4
Leave of Absence	2	2
Sick Leave	2	2
Other	1	1
Retirement	1	1
Grand Total	115	100%

Annex B: Tables – Health Professional External Recruitment Postings

External Recruitment Postings
Occupation / RHA / Employment Type / Recruitment

Occupation Category	Occupation	Regional Health Authority					Employment Type					Average Vacancy Period (days)
		ERHA	CRHA	WRHA	LGRHA	Grand Total	Permanent Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part Time	Temporary Call-In	
Primary Occupations	Behaviour Management Specialist		2		1	3	33%	0%	67%	0%	0%	97
	Cardiology Technologist	2				2	0%	0%	0%	0%	100%	374
	Clinical Psychologist	6		1	1	8	63%	13%	25%	0%	0%	276
	Combined LX Technologist	2				2	100%	0%	0%	0%	0%	1,014
	Electroneurophysiology Technologist	3		1		4	75%	0%	25%	0%	0%	176
	Licensed Practical Nurse	41	34		13	88	8%	2%	10%	0%	80%	107
	Manager	20		2	5	27	59%	0%	37%	4%	0%	166
	Medical Flight Specialist	2				2	100%	0%	0%	0%	0%	1,182
	Medical Laboratory Technologist	1	8	2	3	14	57%	0%	21%	7%	14%	141
	Medical Radiation Technologist	1	1		1	3	33%	0%	33%	0%	33%	252
	Occupational Therapist	1				1	0%	100%	0%	0%	0%	627
	Other Primary		1			1	0%	0%	100%	0%	0%	140
	Pharmacist				1	1	100%	0%	0%	0%	0%	49
	Physiotherapist		1	2		3	67%	0%	33%	0%	0%	145
	Respiratory Therapist	2				2	50%	0%	0%	0%	50%	49
Social Worker		2	2	3	7	43%	0%	57%	0%	0%	103	
Speech Language Pathologist				1	1	0%	0%	100%	0%	0%	24	
Primary Occupations Total		81	49	10	29	169	31%	2%	21%	1%	45%	181
ANC - Clinical	Medical Laboratory Technician	3	3			6	17%	0%	0%	0%	83%	154
	Other Clinical	1	1	2		4	0%	0%	75%	25%	0%	134
	Paramedic		2		3	5	20%	0%	20%	0%	60%	138
	Personal Care Attendant	36	13	1	6	56	2%	4%	2%	14%	79%	81
	Pharmacy Technician				1	1	0%	0%	100%	0%	0%	126
	Recreation Therapy Worker			2		2	0%	0%	0%	100%	0%	44
	Social Assistance Worker	40				40	95%	0%	3%	3%	0%	47
ANC - Clinical Total		80	19	5	10	114	36%	2%	6%	11%	46%	92
ANC - Support	Administration	13	5	2	2	22	27%	14%	14%	0%	45%	139
	Biomedical Engineering			1		1	100%	0%	0%	0%	0%	40
	Dietary	4	5	3	2	14	7%	0%	14%	21%	57%	143
	Facilities	31		1	5	37	73%	3%	14%	0%	11%	235
	Housekeeping	15	3		5	23	17%	0%	0%	4%	78%	126
	Information Systems	2				2	50%	0%	50%	0%	0%	116
	Laundry	10				10	0%	0%	0%	0%	100%	35
	Materials	4	1		3	8	25%	0%	0%	0%	75%	82
ANC - Support Total		79	14	7	17	117	36%	3%	9%	3%	48%	161
Grand Total		240	82	22	56	400	34%	3%	13%	5%	46%	157
Employment Type	Permanent Full-Time	40%	13%	45%	32%	34%						
	Permanent Part-Time	2%	5%	0%	2%	3%						
	Temporary Full-Time	10%	16%	32%	14%	13%						
	Temporary Part-Time	2%	9%	23%	4%	5%						
	Temporary Call-In	46%	57%	0%	48%	46%						
Average of Vacancy Days		182	117	76	174	157						

External Recruitment Postings
Occupation / Time Series

Occupation Category	Occupation	Number of External Recruitment Postings																Average
		2006		2007		2008		2009		2010		2011		2012		2013		
		Apr ¹	Oct ²	Apr ²	Oct ²	Apr ²	Oct ²	Apr ²	Oct ²	Apr ²	Oct ²	Apr ²	Oct ²	Apr ²	Oct ²	Apr ²	Oct ²	
Primary Occupations	Audiologist	2	2	2	5	6	4	4	3	3	1	2	2	0	0	0	0	2
	Behaviour Management Specialist	0	0	2	4	2	4	0	0	3	9	3	6	2	2	1	3	3
	Cardiology Technologist	0	0	0	1	1	1	2	0	0	1	3	1	2	3	1	2	1
	Child Management Specialist	0	0	0	0	1	0	0	0	0	2	0	0	0	3	1	0	0
	Clinical Psychologist	8	4	3	5	4	4	4	6	11	10	9	12	13	13	13	8	8
	Combined LX Technologist	0	0	1	4	0	3	2	4	5	5	4	4	5	3	3	2	3
	Dietitian	2	0	2	0	0	3	3	2	0	0	1	5	3	2	4	0	2
	Electroneurophysiology Technol.	0	0	0	2	0	1	2	1	1	0	0	0	1	0	1	4	1
	Licensed Practical Nurse	39	36	15	34	14	66	21	54	8	26	39	16	1	13	59	88	33
	Manager	7	10	19	22	18	26	38	41	32	27	24	21	12	18	20	27	23
	Medical Flight Specialist	0	0	0	0	1	0	2	0	0	12	12	11	12	0	5	2	4
	Medical Laboratory Technologist	8	0	5	6	8	23	9	20	9	6	27	18	10	16	22	14	13
	Medical Radiation Technologist	7	3	3	5	20	7	7	10	4	13	12	13	7	10	12	3	9
	Nuclear Medicine Technologist	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0
	Occupational Therapist	0	1	3	2	8	10	5	8	4	0	6	1	9	1	4	1	4
	Orthopaedic Technologist	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Other Occupations	0	0	0	0	0	1	2	1	1	1	2	0	0	0	0	1	1
	Pharmacist	11	9	8	6	3	11	6	4	3	6	1	0	6	2	0	1	5
	Physiotherapist	1	3	2	0	2	10	8	10	4	0	3	3	2	3	4	3	4
	Prosthetist-Orthotist	0	0	0	0	1	1	1	1	1	1	2	1	0	0	0	0	1
Radiation Therapist	0	1	0	1	0	1	2	2	0	0	0	0	1	0	0	0	1	
Recreation/Development Specialist	5	0	1	2	3	1	3	1	3	0	1	0	3	1	2	0	2	
Respiratory Therapist	3	0	0	2	1	0	0	1	1	1	0	2	1	2	2	2	1	
Social Worker	2	6	15	40	78	8	21	8	6	5	4	9	6	4	14	7	15	
Speech Language Pathologist	3	1	2	3	7	5	1	1	1	0	1	2	1	0	3	1	2	
Primary Occupations Total		99	76	84	145	179	192	143	178	100	126	156	127	97	96	171	169	134
Ancillary Occupations - Clinical	Combined LX Technician	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0
	Community Service Worker	0	0	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0
	Dental Technician	1	1	0	0	0	0	0	0	3	0	0	1	0	0	0	0	0
	Medical Laboratory Assistant	2	0	0	15	27	14	4	4	6	5	2	15	0	3	1	0	6
	Medical Laboratory Technician	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	6	0
	Occupational Therapy Sup. Worker	0	0	0	0	0	0	4	0	1	0	0	0	0	2	3	0	1
	Other Occupations (Clinical)	3	3	5	6	2	10	3	4	6	1	5	7	5	1	7	4	5
	Paramedic	0	2	1	2	13	5	2	8	1	4	1	25	19	5	5	5	6

	Personal Care Attendant	5	1	4	53	6	34	119	38	10	11	18	30	1	17	140	56	34
	Pharmacy Technician	0	1	5	0	0	1	0	3	3	0	0	1	0	1	5	1	1
	Physiotherapy Assistant	0	0	1	0	6	2	0	1	1	0	1	0	0	1	4	0	1
	Prosthetist-Orthotist Technician	0	0	0	2	2	0	3	2	2	2	2	2	2	1	2	0	1
	Recreation Therapy Worker	0	1	4	1	0	1	1	0	4	1	2	0	4	3	6	2	2
	Social Assistance Worker	0	0	0	0	20	3	0	0	3	0	2	15	0	0	0	40	5
Ancillary Occupations - Clinical Total		11	9	20	80	76	74	136	60	41	25	34	96	31	34	173	114	63
Ancillary Occupations - Support	Administration	13	12	21	13	220	67	34	24	36	14	20	10	20	18	60	22	38
	Biomedical Engineering	1	1	0	2	0	1	2	3	0	0	0	0	1	2	0	1	1
	Dietary	30	1	17	17	18	9	8	8	11	6	20	11	3	5	55	14	15
	Facilities/Skilled Trades	13	2	11	10	3	18	20	21	7	8	19	19	23	25	37	37	17
	Housekeeping	12	2	7	5	14	7	8	9	3	2	12	6	6	6	33	23	10
	Information systems	1	2	1	2	2	7	4	3	3	6	1	4	2	5	1	2	3
	Laundry	0	0	0	0	0	1	0	1	2	0	4	1	0	0	14	10	2
	Materials	4	0	3	1	15	11	3	6	2	0	2	4	3	0	12	8	5
	Medical Service Aide	1	1	1	1	0	7	3	3	7	2	6	0	0	0	13	0	3
	Other Occupations (System)	5	6	10	9	1	6	0	2	0	2	1	4	6	2	5	0	4
Records	3	0	0	0	0	1	1	0	1	0	0	1	0	0	0	0	0	
Ancillary Occupations - Support Total		83	27	71	60	273	135	83	80	72	40	85	60	64	63	230	117	97
Grand Total		193	112	175	285	528	401	362	318	213	191	275	283	192	193	574	400	293

Notes:

1. Vacancy data for Health and Community Services St. John's Region (as included under Eastern Health) was unavailable. Therefore, vacancies for Eastern Health and the resulting health system total vacancies may be understated, and caution should be noted.
2. Western Health Care Corporation (as included under Western Health) only provided data on 'difficult to fill' positions for this quarter, and estimates for non- 'difficult to fill' vacancies were derived from external advertising sources. External advertising sources only provide information on vacant positions that may be filled by applicants external to the organization, and does not indicate any positions to be filled internally. Therefore, vacancies for Western Health and the resulting health system total vacancies may be understated, and caution should be noted.

External Recruitment Postings
Top 5 Reasons for Vacancy by Occupation

Reason for Vacancy	Occupation	Number of Vacant Positions	Reason for Vacancy	Occupation	Number of Vacant Positions	
Relief	Licensed Practical Nurse	55		Personal Care Attendant	3	
	Personal Care Attendant	45		Clinical Psychologist	3	
	Housekeeping	18		Housekeeping	2	
	Laundry	10		Speech Language Pathologist	1	
	Administration	9		Other Clinical	1	
	Medical Laboratory Technician	5		Combined LX Technologist	1	
	Materials	5		Information Systems	1	
	Dietary	5		Behaviour Management Specialist	1	
	Cardiology Technologist	2		Social Worker	1	
	Facilities	2		Medical Laboratory Technician	1	
	Paramedic	1		Internal Transfer Total	43	
	Medical Radiation Technologist	1		Resignation	Facilities	7
	Respiratory Therapist	1			Manager	7
Medical Laboratory Technologist	1	Administration	3			
Relief Total	160	Medical Laboratory Technologist	3			
New Position	Social Service Worker	38	Electroneurophysiology Technol.		3	
	Licensed Practical Nurse	13	Materials		3	
	Facilities	12	Clinical Psychologist		2	
	Personal Care Attendant	7	Physiotherapist		2	
	Manager	5	Licensed Practical Nurse		2	
	Paramedic	2	Paramedic		2	
	Medical Flight Specialist	2	Medical Radiation Technologist		1	
	Clinical Psychologist	1	Social Worker		1	
	Social Worker	1	Biomedical Engineering		1	
	Respiratory Therapist	1	Combined LX Technologist	1		
	Information Systems	1	Pharmacist	1		
	Dietary	1	Resignation Total	39		
	Medical Laboratory Technologist	1	Retirement	Facilities	7	
Occupational Therapist	1	Manager		5		
Other Clinical	1	Housekeeping		3		
New Position Total	87	Clinical Psychologist		1		
Internal Transfer	Administration	8		Dietary	1	
	Medical Laboratory Technologist	7		Administration	1	
	Facilities	4		Medical Laboratory Technologist	1	
	Licensed Practical Nurse	3		Retirement Total	19	
	Dietary	3		Other Reasons Total¹	52	
Manager	3	Grand Total		400		

Notes:

1. Other reasons for vacancies include maternity leave, leave of absence, sick leave, worker's compensation leave, termination, etc.