

April 2014

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 April 1, 2014 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

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.

The Health Human Resource Information System (HHRIS) is used to collect vacancy data. The results are summarized in this report in two sections: Registered Nurse Vacant Positions and Health Professional External Recruitment Postings. The HHRIS allows RHAs to accurately report the number of days that a position has been under recruitment (Report 2-A); this indicator can be used to measure recruitment difficulty. There are numerous other 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 228,000 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

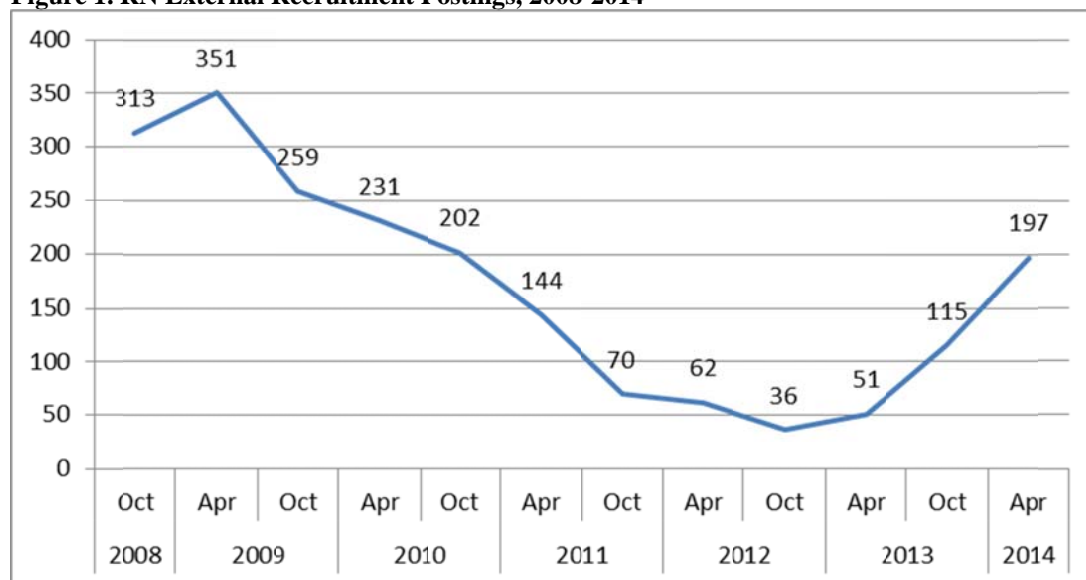
Registered Nurse (RN) vacancies include all vacant RN positions in a RHA, regardless of whether the position is being advertised to internal employees of the organization only, external to the public, or if the position has not been posted for recruitment. RN vacancies include permanent, temporary, and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

Current Status:

In April 2014, the number of RN bargaining unit vacant positions posted external to the RHA was 197 positions. This represents 53 per cent of all RN bargaining unit vacancies. In addition, 175 RN bargaining unit vacancies were posted internal only (47 per cent of vacant positions). In 2013-14, there were 5,666 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 three collection periods to levels recorded in 2010.

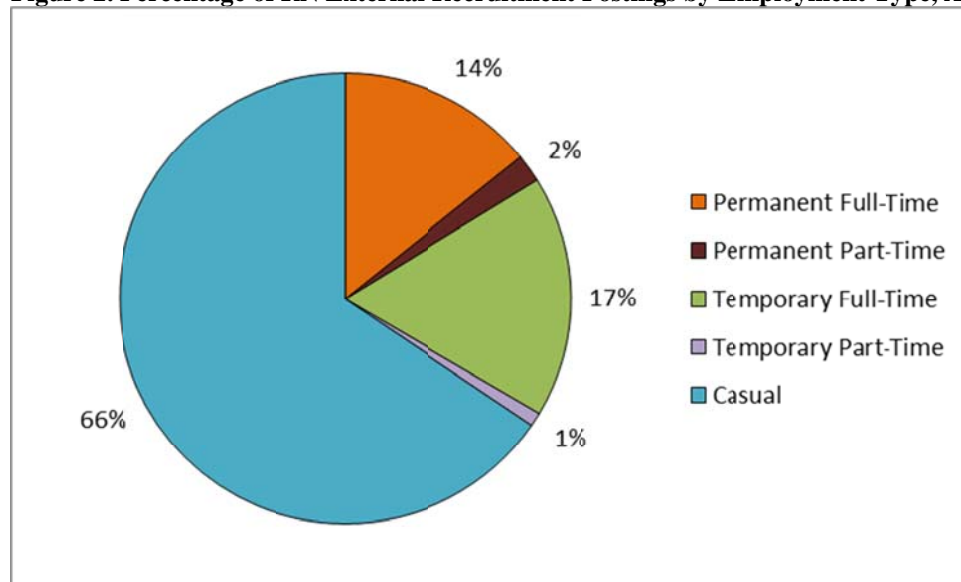
Figure 1. RN External Recruitment Postings, 2008-2014



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 reported an increase in external recruitment postings in April 2014, caution is noted that 66 per cent of the 197 RN external recruitment postings were for casual positions, and 18 per cent were temporary positions. Only 16 per cent

of vacant RN positions posted for recruitment in April 2014 were for permanent positions (Figure 2).

Figure 2. Percentage of RN External Recruitment Postings by Employment Type, April 2014.



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 197 RN vacant positions in April 2014 included 109 in Eastern Health (10 permanent), 41 in Central Health (5 permanent), 2 in Western Health (2 permanent), and 45 in Labrador-Grenfell Health (15 permanent). These 197 postings included 14 nurse practitioner positions: 6 in Eastern Health, 2 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 145 days, approximately 5 months. Nurse practitioner positions take longer to recruit than all other RN position categories.

Of the 109 external recruitment postings in Eastern Health, there were 66 in city hospitals and long term care facilities. The remaining positions were located in rural areas outside the St. John's metro area, most notably 9 positions at Carbonear General Hospital and 7 positions at the GB Cross Memorial Health Centre in Clarenville. Of the 10 permanent external recruitment postings in Eastern Health, there were 3 in city hospitals and long term care facilities. The remaining 7 permanent positions were located in rural areas outside the St. John's metro area, most notably 2 at the Grand Bank Health Centre and 2 at the Placentia Health Care Centre.

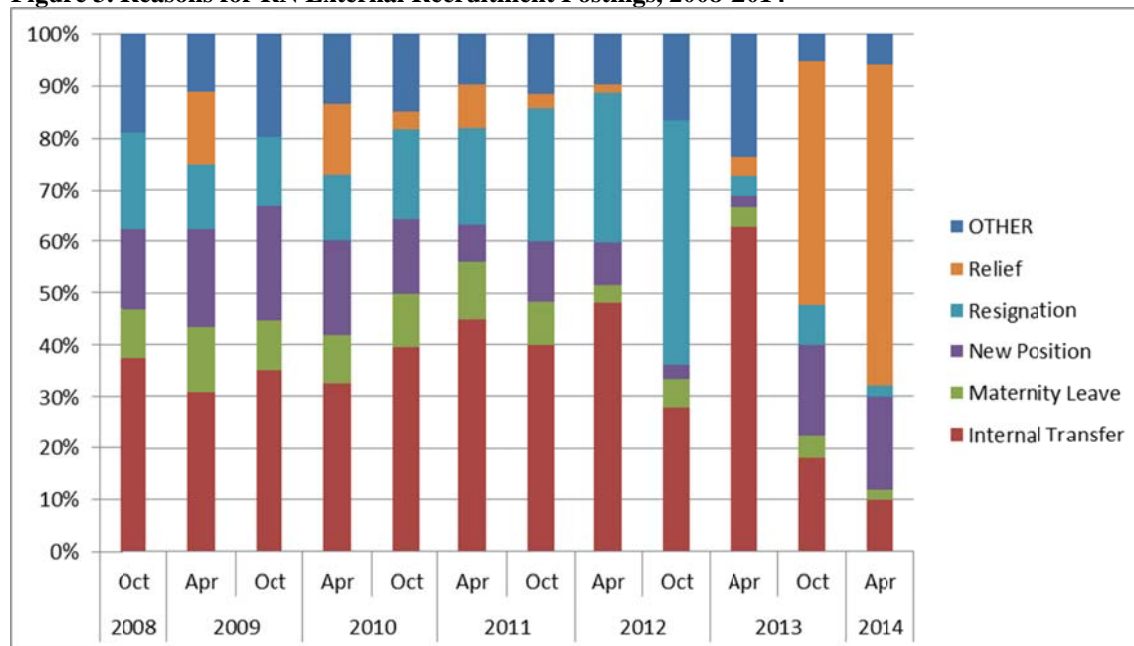
Central Health reported an increase in externally-recruited RN positions over the past year, from 26 positions in April 2013 to 41 positions in April 2014. These 41 vacant positions included 15 RN positions at the James Paton Memorial Hospital in Gander and 11 RN positions at the Central Newfoundland Regional Health Centre in Grand Falls-Windsor. The remaining positions were located in rural areas, most notably 5 positions at the Green Bay Health Centre. Of the 5 permanent external recruitment postings in Central Health, there were 3 at James Paton Memorial Hospital, 1 at the Mose Ambrose Clinic and 1 at the Lewisporte Community Health Centre.

Western Health reported ongoing recruitment for 1 nurse practitioner vacancy in each of Ramea and Port Saunders. The nurse practitioner position in Ramea is considered difficult-to-fill. Approved incentives for the nurse practitioner position in Ramea include a bursary, signing bonus and market adjustment. 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 45 vacant RN bargaining unit positions in April 2014, of which 15 were permanent. Labrador-Grenfell Health reported vacancies in several of its larger facilities, including 14 permanent positions and 6 casual positions at the Labrador Health Centre in Happy Valley-Goose Bay (the remaining permanent position was in Makkovik); and 3 temporary and 8 casual positions at the Captain William Jackman Hospital in Labrador City. An additional 12 casual positions were located mostly in rural areas and 1 temporary part-time position was located in Churchill Falls.

RHAs indicated that 62 per cent of postings were the result of relief pool replacements and 18 per cent were the result of new positions. Other major contributors were: internal transfers (10 per cent), resignations (2 per cent), and maternity leaves (2 per cent). Trends up to last year indicated that internal transfer was the top reason for RN external recruitment postings; however, in recent collection periods, RHAs have reported the need for relief pool replacements as the major reason for external recruitment (Figure 3).

Figure 3. Reasons for RN External Recruitment Postings, 2008-2014



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 External Recruitment Postings.

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	17
B	Bargaining Unit	RHA / Employment Type / Sector / Posting Type	19
C	Bargaining Unit	RHA / Employment Type / Facility / Posting Type	21
D	Bargaining Unit	RHA / Times Series	24
E	Bargaining Unit	RHA / Vacancy Reason / External Recruitment Postings	25

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.

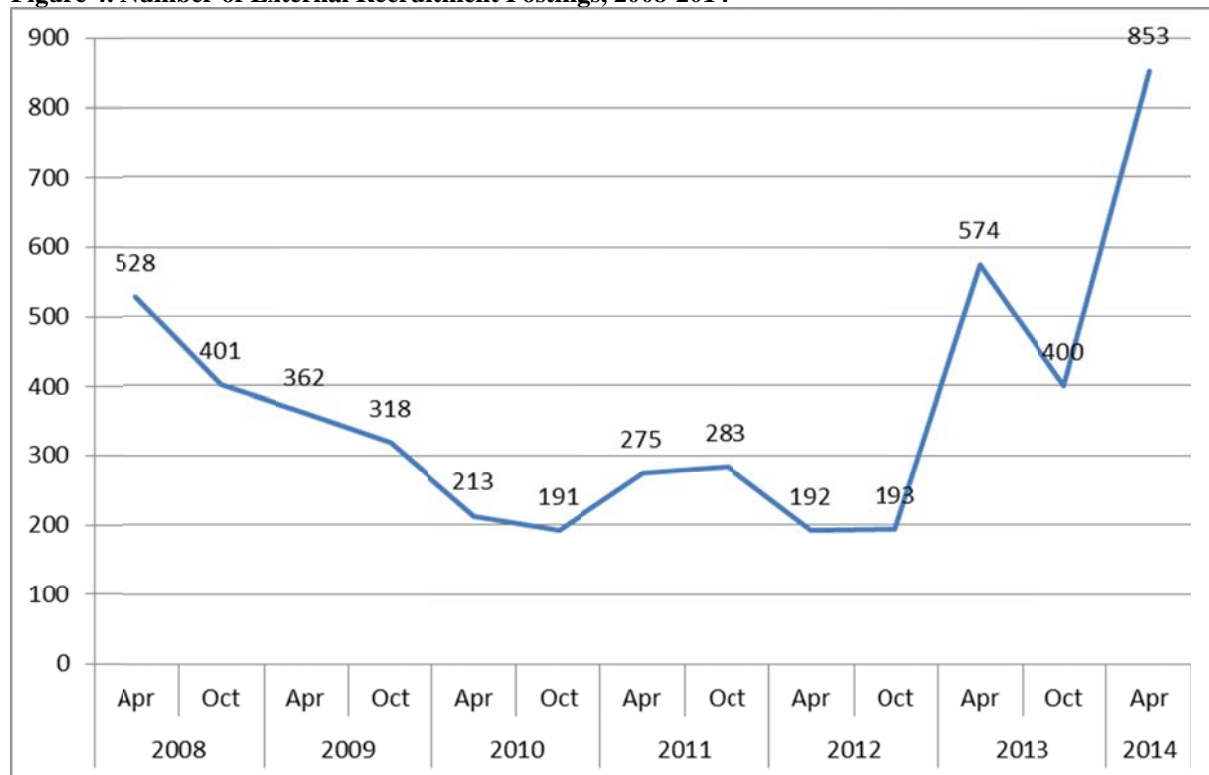
Positions in this section are grouped into three main occupation categories: primary occupations, ancillary-clinical occupations and ancillary-support occupations. Definitions are provided in the Methodological Notes section.

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. The number of external recruitment postings increased to 574 in April 2013 but down again to 400 in October 2013.

The number of external recruitment postings in April 2014 was 853 positions, a significant increase from the previous April 2013 data collection. The 853 external recruitment positions in April 2014 was the highest number on record; previously, it was 574 in April 2013.

Figure 4. Number of External Recruitment Postings, 2008-2014



Eastern Health reported the highest number of external recruitment postings in April 2014 at 576, which represented 68 per cent of all external recruitment postings. Central Health reported 154 positions (18 per cent), Western Health reported 24 positions (3 per cent) and Labrador-Grenfell Health reported 99 positions (12 per cent). There was an increase in external recruitment postings in all occupation categories, including primary occupations, ancillary occupations-clinical and ancillary occupations-system. Several factors may have contributed to the increased number of external recruitment postings:

- Many temporary summer positions were posted for recruitment in March 2014. When data was collected in April 2014, many of these positions were still in early stages of competition and have since been filled.
- An increase in challenges in recruiting licensed practical nurses, personal care attendants, managers, trades workers, laboratory and diagnostic positions.
 - Recruitment is affected by numerous variables such as availability of students and graduates; position employment type and work hours, and competition from the private sector.
- An increase in external recruitment postings from previous years 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.

Primary Occupations:

In the primary occupations category, 299 positions were posted for external recruitment in April 2014; however, 43 per cent of these postings were temporary call-in. The remaining positions included permanent (33 per cent) and temporary (24 per cent) employment. This is consistent with the percentage distribution of positions by employment type in the previous collection period, October 2013.

RHAs indicated 127 postings for licensed practice nurse positions in April 2014, which is the highest ever recorded by RHAs during the vacancy collection process. It is worth noting the 70 per cent of the 127 licensed practical nurse postings were for temporary call-in positions, which are particularly difficult for recruitment due to the non-guaranteed work hours. Only 13 per cent of the licensed practice nurse positions were for permanent full-time positions, while 17 per cent were for temporary positions (16 per cent full-time and 1 per cent part-time). The increase in recruitment for these positions is primarily due to the need to fill positions at Eastern Health's new long-term care facility in St. John's in September 2014 and the Bonavista Protective Community Residence in October 2014.

RHAs also reported 64 postings for management positions in April 2014, which is an increase from 27 postings in October 2013. This is the highest number of management vacancies ever recorded. Over two-thirds of management vacancies were permanent full-time positions. All RHAs reported management external recruitment postings including 32 positions in Eastern Health, 14 positions in Central Health, 3 positions in Western Health and 15 positions in Labrador-Grenfell Health. Management positions are paid on the HL scale, and include both clinical and non-clinical managers. In April 2014, Eastern Health had three postings for scientists paid on the HL scale, including a clinical microbiologist, molecular geneticist, and senior radiopharmacist / radiochemist. Twelve senior management positions were also being recruited in RHAs, including a Director of Budgeting, Director of Nursing, Director for the Centre for Nursing Studies, Director of Pharmacy Services, Regional Director of Laboratory Medicine, Regional Operations Manager, Vice-President of Nursing / Chief Nurse, Vice-President of Financial and Corporate Services, and four Directors of Site Operations.

External recruitment postings for diagnostics professionals continue to be difficult-to-fill. In April 2014, there were 29 external recruitment postings for medical laboratory technologist positions; however, only 28 per cent were permanent, 7 per cent were temporary and 66 per cent were temporary call-in or casual. There were 9 positions for medical radiation technologists; however, only 22 per cent were permanent, 22 per cent were temporary and 56 per cent were temporary call-in or casual. There were also external recruitment postings for 5 combined laboratory/x-ray technologist position, 2 cardiology technologists, 3 electroneurophysiology technologists, and 1 nuclear medicine technologist.

The average vacancy period for primary occupations was 156 days, approximately 5 months. Vacancies for diagnostics professionals, clinical psychologists and medical flight specialist positions have average vacancy periods of almost one year or more. Incentives have been used successfully to fill vacancies in health professional groups over the past few years such as bursaries, signing bonuses and salary continuance. It is expected that continuation of incentives will help in recruiting and retaining health professionals.

Ancillary-Clinical Occupations:

There were 221 external recruitment postings for ancillary-clinical positions in RHAs, including 160 personal care attendant positions of which 134 positions were in Eastern Health. This is the highest ever recorded by RHAs during the vacancy collection process. It is worth noting that, similar to licensed practice nurses, 69 per cent of the 160 personal care attendant postings were for temporary call-in positions, which are particularly difficult for recruitment due to the non-guaranteed work hours. 27 per cent were permanent positions (12 per cent full-time and 15 per cent part-time) and 4 per cent were temporary positions (1 per cent full-time and 3 per cent part-time). Again similar to licensed practical nurses, the increase in recruitment for personal care attendants is primarily due to the need to fill permanent and temporary call-in positions at Eastern Health's new long-term care facility in St. John's in September 2014 and the Bonavista Protective Community Residence in October 2014.

RHAs also reported 13 external recruitment postings for medical laboratory assistants, and all were temporary call-in positions. 12 paramedic positions were being actively recruited by RHAs in April 2014, and most of these positions were also temporary call-in or casual.

RHAs also reported 13 social assistance worker positions being recruited externally, down from 40 positions in October 2013. Twelve of these positions were being recruited for the new Treatment Centre for Youth with Complex Mental Health Needs in Paradise. Only two of those positions were permanent full-time, and the remaining 10 positions were temporary call-in.

The average vacancy period for ancillary-clinical occupations reduced from 92 days in October 2013 to 89 days in April 2014 (3 months). RHAs report that some occupations, such as occupational therapy support workers and paramedics, may take longer to recruit.

Ancillary-Support Occupations:

The ancillary-support category, which includes occupation groups such as administrative, dietary, facilities/skilled trades, housekeeping and laundry had the highest percentage increase in external recruitment postings between October 2013 and April 2014. The number of external recruitment postings more than doubled from 117 postings in October 2013 to 333 in April 2014. The majority of postings were for temporary call-in or casual positions in administrative, housekeeping, and dietary (food services). 75 per cent of vacancies were temporary call-in.

The number of postings for facilities / skilled trades occupations increased from 37 in October 2013 to 43 in April 2014. Almost three-quarters of facilities/skilled trades postings were permanent full-time positions.

Table 1. Trades Worker External Recruitment Postings – April 2014

Occupation	Number of Vacancies
Electrical	7
Plumbing	7
Power Engineer	7
Maintenance Repairer	5
Mechanical	2
Painter	2
Engineering Technician	2
Millwright	1
Other	10
TOTAL	43

The average vacancy period for ancillary-support occupations reduced from 161 days in October 2013 to 133 days in April 2014 (4 months). Facilities/skilled trade positions have been posted for an average of 10 months. Recruitment of skilled trade workers may be more difficult due to increased competition from the private sector.

Reasons for Vacancies

The top reasons for vacancies included relief pool replacement (59 per cent), new positions (11 per cent), resignations (8 per cent), internal transfers (6 per cent) and maternity leave (4 per cent). Further analysis by reason for vacancy is provided in Table 2.

Table 2. Reason for Health Professional Vacancy – April 2014

Reason for Vacancy	Number of Vacant Positions	Percentage of Vacant Positions
Relief	500	59%
New Position	91	11%
Resignation	68	8%
Internal Transfer	54	6%
Maternity Leave	30	4%
Retirement	27	3%
Sick Leave	13	2%
Leave of Absence	8	1%
Termination	3	0%
Other	59	7%
Grand Total	853	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	29
B	All occupations, except RN	Occupation / Time Series	31
C	All occupations, except RN	Top 5 Reasons for Vacancy by Occupation	33

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 assistants, 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 is 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
- 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	Internal	Grand Total	
ERHA	Acute Care	Bonavista Peni. CHC	4		4	
		Burin Peninsula Health Centre	5	2	7	
		Carbonear General Hospital	9	4	13	
		Clarenville GB Cross Hospital	7	4	11	
		Grand Bank Health Centre	5		5	
		Health Science Centre	28	50	78	
		Janeway	7	17	24	
		NCTRF		2	2	
		Placentia Health Care Centre	3		3	
		St. Clare's	7	17	24	
		Waterford	3	9	12	
	Acute Care Total			78	105	183
	Combined Facility	Bell Island			1	1
		Miller Center		10		10
		St. Lawrence US Memorial Health Centre		1	3	4
	Combined Facility Total			11	4	15
	Community Care	Bonavista HCS Office Chapel Hill		1		1
		Building 532		1	2	3
		Burin Clinics		1		1
		Charles Bell Building Kenmount Road			1	1
		Coish Place		1		1
		Cordage Place		1	4	5
		Holyrood HCS Office			1	1
		Marystown HCS Building		1		1
		Mount Pearl Square			1	1
		Ropewalk Lane			1	1
		Whitbourne HCS Office			1	1
	Community Care Total			6	11	17
	Long Term Care	Agnes Pratt Home		2		2
		Grand Bank Blue Crest Nsg Home		1	1	2
		Harbour Lodge Nursing Home		1		1
		Hoyles-Escasoni Complex		1	3	4
		Masonic		1		1
		Pentecostal Senior Citizens Home		1		1
		S.A. Glenbrook Lodge, St. John's		5		5
		St. Patrick's Mercy Home		2		2
	Long Term Care Total			14	4	18
	ERHA Total			109	124	233
	CRHA	Acute Care	Brookfield Bonnews Health Center		1	1
			Central Newfoundland Regional Health Center	8	6	14
			James Paton Memorial Hospital	15	25	40
			Notre Dame Bay Memorial Hospital	1		1
Acute Care Total			24	32	56	
Combined Facility		Doctor Hugh Twomey Health Center		2		2
		Green Bay Health Center		5		5
	North Haven Manor			2	2	
Combined Facility Total			7	2	9	

			External	Internal	Grand Total	
RHA	Sector	Facility				
	Community Care	Bay d'Espoir Community Health Center	1		1	
		Bell Place	1	1	2	
		Brookfield Bonnews Health Center	1		1	
		Central Newfoundland Regional Health Center	3		3	
		Grand Falls-Windsor Community Health Center		1	1	
		La Scie Community Health Center		1	1	
		Lewisporte Community Health Center	1		1	
		Mose Ambrose Clinic	1		1	
		Community Care Total		8	3	11
		IT Systems	Regional Office		1	1
	IT Systems Total			1	1	
	Long Term Care	Notre Dame Bay Memorial Hospital	2		2	
	Long Term Care Total		2		2	
CRHA Total			41	38	79	
WRHA	Combined Facility	Ramea Clinic	1		1	
		Rufus Guincharde Health Centre	1		1	
	Combined Facility Total		2		2	
WRHA Total			2		2	
LGRHA	Acute Care	Goose Bay - Labrador Health Centre	16	4	20	
		Labrador City - CWJM Hospital	10		10	
		St. Anthony - CSCM Hospital	2	2	4	
		Undefined	3		3	
		Various Locations	6		6	
	Acute Care Total		37	6	43	
	Combined Facility	Labrador City - CWJM Hospital	1		1	
		St. Anthony - CSCM Hospital		2	2	
	Combined Facility Total		1	2	3	
	Community Care	Churchill Falls - Community Clinic	1		1	
		Goose Bay - Labrador Health Centre		1	1	
		Labrador City - CWJM Hospital		1	1	
		Makkovik - Community Clinic	1		1	
North West River / Sheshatshui - Clinic			1	1		
Various Locations		1		1		
Community Care Total		3	3	6		
Multiple	Goose Bay - Labrador Health Centre	4	2	6		
Multiple Total		4	2	6		
LGRHA Total			45	13	58	
Grand Total			197	175	372	

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

RHA	Employment Type	Sector	External	Internal	Grand Total	
ERHA	Permanent Full-Time	Acute Care	6	36	42	
		Combined Facility		2	2	
		Community Care	2	3	5	
		Long Term Care		2	2	
	Permanent Full-Time Total			8	43	51
	Permanent Part-Time	Acute Care	2	18	20	
		Community Care		2	2	
	Permanent Part-Time Total			2	20	22
	Temporary Full-Time	Acute Care	9	36	45	
		Combined Facility	1	2	3	
		Community Care		6	6	
		Long Term Care	4	1	5	
	Temporary Full-Time Total			14	45	59
	Temporary Part-Time	Acute Care		14	14	
		Community Care	1		1	
		Long Term Care		1	1	
	Temporary Part-Time Total			1	15	16
	Casual / TCI	Acute Care	61	1	62	
		Combined Facility	10		10	
		Community Care	3		3	
		Long Term Care	10		10	
	Casual / TCI Total			84	1	85
ERHA Total			109	124	233	
CRHA	Permanent Full-Time	Acute Care	2	14	16	
		Combined Facility		1	1	
		Community Care	1	2	3	
		IT Systems		1	1	
	Permanent Full-Time Total			3	18	21
	Permanent Part-Time	Acute Care	1	3	4	
		Community Care	1		1	
	Permanent Part-Time Total			2	3	5
	Temporary Full-Time	Acute Care	13	7	20	
		Combined Facility		1	1	
		Community Care	4	1	5	
	Temporary Full-Time Total			17	9	26
	Temporary Part-Time	Acute Care		3	3	
	Temporary Part-Time Total				3	3
Casual / TCI	Acute Care	8	5	13		
	Combined Facility	7		7		
	Community Care	2		2		
	Long Term Care	2		2		
Casual / TCI Total			19	5	24	
CRHA Total			41	38	79	
WRHA	Permanent Full-Time	Combined Facility	2		2	
	Permanent Full-Time Total			2		2
WRHA Total			2		2	
LGRHA	Permanent Full-Time	Acute Care	14	6	20	
		Combined Facility		1	1	

			External	Internal	Grand Total
RHA	Employment Type	Sector			
		Community Care	1		1
		Multiple		1	1
	Permanent Full-Time Total		15	8	23
	Permanent Part-Time	Acute Care		0	0
	Permanent Part-Time Total			0	0
	Temporary Full-Time	Acute Care	2		2
		Combined Facility	1	1	2
		Community Care		1	1
		Multiple		1	1
	Temporary Full-Time Total		3	3	6
	Temporary Part-Time	Community Care	1		1
	Temporary Part-Time Total		1		1
	Casual / TCI	Acute Care	21		21
		Community Care	1	2	3
		Multiple	4		4
	Casual / TCI Total		26	2	28
	LGRHA Total		45	13	58
	Grand Total		197	175	372

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

RHA	Employment Type	Job Location	External	Internal	Grand Total	
ERHA	Permanent Full-Time	Burin Clinics	1		1	
		Burin Peninsula Health Centre		2	2	
		Clarenville GB Cross Hospital		1	1	
		Cordage Place	1	2	3	
		Grand Bank Health Centre	2		2	
		Health Science Centre	1	18	19	
		Hoyles-Escasoni Complex		2	2	
		Janeway	1	7	8	
		Placentia Health Care Centre	2		2	
		St. Clare's		4	4	
		St. Lawrence US Memorial Health Centre		2	2	
		Waterford		4	4	
		Whitbourne HCS Office		1	1	
	Permanent Full-Time Total			8	43	51
	Permanent Part-Time	Building 532			2	2
		Carbonear General Hospital	1	1	2	
		Clarenville GB Cross Hospital		2	2	
		Health Science Centre	1	6	7	
		Janeway		6	6	
		NCTRF		1	1	
		St. Clare's		2	2	
	Permanent Part-Time Total			2	20	22
	Temporary Full-Time	Bell Island			1	1
		Bonavista Peni. CHC	3		3	
		Carbonear General Hospital		3	3	
		Charles Bell Building Kenmount Road		1	1	
		Clarenville GB Cross Hospital		1	1	
		Cordage Place		2	2	
		Grand Bank Blue Crest Nsg Home		1	1	
		Grand Bank Health Centre	1		1	
		Health Science Centre	3	17	20	
		Holyrood HCS Office		1	1	
		Janeway	2	4	6	
		Miller Center	1		1	
		Mount Pearl Square		1	1	
		Ropewalk Lane		1	1	
		S.A. Glenbrook Lodge, St. John's	4		4	
		St. Clare's		6	6	
		St. Lawrence US Memorial Health Centre		1	1	
	Waterford		5	5		
	Temporary Full-Time Total			14	45	59
Temporary Part-Time	Building 532	1		1		
	Health Science Centre		8	8		
	Hoyles-Escasoni Complex		1	1		
	NCTRF		1	1		
	St. Clare's		5	5		
Temporary Part-Time Total			1	15	16	

			External	Internal	Grand Total	
RHA	Employment Type	Job Location				
	Casual / TCI	Agnes Pratt Home	2		2	
		Bonavista HCS Office Chapel Hill	1		1	
		Bonavista Peni. CHC	1		1	
		Burin Peninsula Health Centre	5		5	
		Carbonear General Hospital	8		8	
		Clarenville GB Cross Hospital	7		7	
		Coish Place	1		1	
		Grand Bank Blue Crest Nsg Home	1		1	
		Grand Bank Health Centre	2		2	
		Harbour Lodge Nursing Home	1		1	
		Health Science Centre	23	1	24	
		Hoyles-Escasoni Complex	1		1	
		Janeway	4		4	
		Marystown HCS Building	1		1	
		Masonic	1		1	
		Miller Center	9		9	
		Pentecostal Senior Citizens Home	1		1	
		Placentia Health Care Centre	1		1	
		S.A. Glenbrook Lodge, St. John's	1		1	
		St. Clare's	7		7	
	St. Lawrence US Memorial Health Centre	1		1		
St. Patrick's Mercy Home	2		2			
Waterford	3		3			
Casual / TCI Total			84	1	85	
ERHA Total			109	124	233	
CRHA	Permanent Full-Time	Central Newfoundland Regional Health Center		1	1	
		Grand Falls-Windsor Community Health Center		1	1	
		James Paton Memorial Hospital	2	13	15	
		La Scie Community Health Center		1	1	
		Mose Ambrose Clinic	1		1	
		North Haven Manor		1	1	
		Regional Office		1	1	
	Permanent Full-Time Total			3	18	21
	Permanent Part-Time	Brookfield Bonnews Health Center		1	1	
		James Paton Memorial Hospital	1	2	3	
		Lewisporte Community Health Center	1		1	
	Permanent Part-Time Total			2	3	5
	Temporary Full-Time	Bay d'Espoir Community Health Center	1		1	
		Bell Place		1	1	
		Central Newfoundland Regional Health Center	3	5	8	
		James Paton Memorial Hospital	12	2	14	
		North Haven Manor		1	1	
	Notre Dame Bay Memorial Hospital	1		1		
	Temporary Full-Time Total			17	9	26
	Temporary Part-Time	James Paton Memorial Hospital		3	3	
Temporary Part-Time Total				3	3	
Casual / TCI	Bell Place	1		1		
	Brookfield Bonnews Health Center	1		1		
	Central Newfoundland Regional Health Center	8		8		
	Doctor Hugh Twomey Health Center	2		2		
	Green Bay Health Center	5		5		

			External	Internal	Grand Total
RHA	Employment Type	Job Location			
		James Paton Memorial Hospital		5	5
		Notre Dame Bay Memorial Hospital	2		2
	Casual / TCI Total		19	5	24
CRHA Total			41	38	79
WRHA	Permanent Full-Time	Ramea Clinic	1		1
		Rufus Guinchard Health Centre	1		1
	Permanent Full-Time Total		2		2
WRHA Total			2		2
LGRHA	Permanent Full-Time	Goose Bay - Labrador Health Centre	14	5	19
		Makkovik - Community Clinic	1		1
		St. Anthony - CSCM Hospital		3	3
	Permanent Full-Time Total		15	8	23
	Permanent Part-Time	Goose Bay - Labrador Health Centre		0	0
	Permanent Part-Time Total			0	0
	Temporary Full-Time	Goose Bay - Labrador Health Centre		1	1
		Labrador City - CWJM Hospital	3		3
		North West River / Sheshatshui - Clinic		1	1
		St. Anthony - CSCM Hospital		1	1
	Temporary Full-Time Total		3	3	6
	Temporary Part-Time	Churchill Falls - Community Clinic	1		1
	Temporary Part-Time Total		1		1
	Casual / TCI	Goose Bay - Labrador Health Centre	6	1	7
		Labrador City - CWJM Hospital	8	1	9
		St. Anthony - CSCM Hospital	2		2
		Undefined	3		3
		Various Locations	7		7
	Casual / TCI Total		26	2	28
LGRHA Total			45	13	58
Grand Total			197	175	372

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	April 2014
Eastern Health	231	175	147	119	61	10	16	7	14	45	109
Central Health	58	35	36	30	41	20	4	2	26	34	41
Western Health	3	5	4	3	9	4	4	7	2	3	2
Labrador-Grenfell Health	59	44	44	50	33	36	38	20	9	33	45
TOTAL	351	259	231	202	144	70	62	36	51	115	197

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	April 2014
Eastern Health	129	122	162	121	144	152	92	68	56	41	124
Central Health		4		2	11	5		2	11	16	38
Western Health		1									
Labrador-Grenfell Health	2	1				1	3		2	7	13
TOTAL	131	128	162	123	155	158	95	70	69	64	175

All RN Vacancies

RHA	April 2009	October 2009	April 2010	October 2010	April 2011	October 2011	April 2012	October 2012	April 2013	October 2013	April 2014
Eastern Health	360	297	309	240	205	162	108	75	70	86	233
Central Health	58	39	36	32	52	25	4	4	37	50	79
Western Health	3	6	4	3	9	4	4	7	2	3	2
Labrador-Grenfell Health	61	45	44	50	33	37	41	20	11	40	58
TOTAL	482	387	393	325	299	228	157	106	120	179	372

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	85	78%
	Internal Transfer	11	10%
	Other	7	6%
	Maternity Leave	3	3%
	New Position	2	2%
	Resignation	1	1%
ERHA Total		109	100%
CRHA	Relief	18	44%
	New Position	16	39%
	Retirement	2	5%
	Maternity Leave	1	2%
	Resignation	1	2%
	Internal Transfer	1	2%
	Leave of Absence	1	2%
	Resigned to Casual	1	2%
CRHA Total		41	100%
WRHA	Resignation	1	50%
	Internal Transfer	1	50%
WRHA Total		2	100%
LGRHA	Relief	20	44%
	New Position	17	38%
	Internal Transfer	6	13%
	Sick Leave	1	2%
	Resignation	1	2%
LGRHA Total		45	100%
Grand Total		197	

Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
Relief	123	62%
New Position	35	18%
Internal Transfer	19	10%
Other	7	4%
Resignation	4	2%
Maternity Leave	4	2%
Retirement	2	1%
Leave of Absence	1	1%
Sick Leave	1	1%
Resigned to Casual	1	1%
Grand Total	197	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 Days
		ERHA	CRHA	WRHA	LGRHA	Grand Total	Permanent Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part-Time	Casual and Temporary Call-In	
Primary	Audiologist		2		1	3	100%	0%	0%	0%	0%	35
	Behaviour Management Specialist	3	3			6	0%	0%	67%	0%	33%	64
	Cardiology Technologist	2				2	0%	50%	0%	0%	50%	61
	Clinical Psychologist	4	1	1	1	7	57%	29%	14%	0%	0%	321
	Combined LX Technologist	4		1		5	80%	0%	20%	0%	0%	450
	Electroneurophysiology Technologist	3				3	67%	0%	33%	0%	0%	405
	Licensed Practical Nurse	87	27		13	127	13%	0%	16%	1%	70%	112
	Manager	32	14	3	15	64	67%	0%	23%	0%	9%	135
	Medical Flight Specialist	3				3	67%	0%	33%	0%	0%	763
	Medical Laboratory Technologist	18	2	5	4	29	28%	0%	7%	0%	66%	247
	Medical Radiation Technologist	2	5		2	9	22%	0%	22%	0%	56%	318
	Nuclear Medicine Technologist	1				1	0%	0%	100%	0%	0%	34
	Occupational Therapist	5	3	1		9	11%	11%	44%	22%	11%	56
	Other Primary	1	1			2	100%	0%	0%	0%	0%	486
	Pharmacist	2			0	2	0%	0%	50%	50%	0%	96
	Physiotherapist	5	2	5		12	25%	8%	42%	17%	8%	113
	Prosthetist-Orthotist	1				1	100%	0%	0%	0%	0%	39
	Recreation/Development Specialist	1	1			2	0%	0%	50%	50%	0%	142
Respiratory Therapist		1			1	0%	0%	0%	0%	100%	64	
Social Worker	4		2	3	9	22%	0%	56%	11%	11%	59	
Speech Language Pathologist	2				2	0%	0%	0%	0%	100%	35	
Primary Total		180	62	18	39	299	31%	2%	21%	3%	43%	156
Ancillary Occupations - Clinical	Medical Laboratory Assistant	7	5		1	13	0%	0%	0%	0%	100%	38
	Occupational Therapy Sup.Worker		1			1	0%	0%	0%	0%	100%	152
	Other Clinical	1	9			10	0%	0%	10%	0%	90%	37
	Paramedic	3	4		5	12	17%	8%	0%	0%	75%	195
	Personal Care Attendant	134	21		5	160	12%	15%	1%	3%	69%	85

Occupation Category	Occupation	Regional Health Authority					Employment Type					Average Vacancy Days
		ERHA	CRHA	WRHA	LGRHA	Grand Total	Permanent Full-Time	Permanent Part-Time	Temporary Full-Time	Temporary Part-Time	Casual and Temporary Call-In	
	Pharmacy Technician		3			3	0%	0%	0%	0%	100%	40
	Physiotherapy Assistant	1	1			2	50%	50%	0%	0%	0%	39
	Prosthetist-Orthotist Technician	1				1	0%	0%	100%	0%	0%	5
	Psychology Assistant	1				1	0%	0%	0%	100%	0%	7
	Recreation Therapy Worker	2	1	2		5	0%	0%	20%	40%	40%	45
	Social Service Worker	12		1		13	15%	0%	8%	0%	77%	121
Ancillary Occupations - Clinical Total		162	45	3	11	221	11%	12%	3%	3%	71%	89
Ancillary Occupations - Support	Administrative	75	10	2	14	101	12%	3%	6%	6%	73%	103
	Biomedical Engineering	3		1	1	5	40%	0%	20%	0%	40%	226
	Dietary	33	9			42	0%	2%	2%	14%	81%	58
	Facilities	29	4		10	43	65%	2%	12%	0%	21%	301
	Housekeeping	57	20		20	97	1%	0%	0%	0%	99%	112
	Information Systems	4			1	5	20%	0%	80%	0%	0%	80
	Laundry	14				14	0%	0%	0%	7%	93%	120
	Materials	18	4		2	24	8%	0%	4%	0%	88%	107
	Records	1			1	2	100%	0%	0%	0%	0%	29
Ancillary Occupations - Support Total		234	47	3	49	333	14%	2%	5%	4%	75%	133
Grand Total		576	154	24	99	853	19%	4%	10%	3%	63%	136
Employment Type	Permanent Full-Time	15%	23%	50%	31%	19%						
	Permanent Part-Time	5%	1%	8%	2%	4%						
	Temporary Full-Time	10%	8%	25%	9%	10%						
	Temporary Part-Time	3%	6%	8%	1%	3%						
	Casual and Temporary Call-In	66%	62%	8%	57%	63%						
Average of Vacancy Days		131	93	96	221	136						

External Recruitment Postings
Occupation / Time Series

Occupation Category	Occupation	Number of External Recruitment Postings ^{1,2}																	
		2006		2007		2008		2009		2010		2011		2012		2013		2014	Average
		Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct		
Primary Occupations	Audiologist	2	2	2	5	6	4	4	3	3	1	2	2	0	0	0	0	3	2
	Behaviour Management Specialist	0	0	2	4	2	4	0	0	3	9	3	6	2	2	1	3	6	3
	Cardiology Technologist	0	0	0	1	1	1	2	0	0	1	3	1	2	3	1	2	2	1
	Child Management Specialist	0	0	0	0	1	0	0	0	0	2	0	0	0	3	1	0	0	0
	Clinical Psychologist	8	4	3	5	4	4	4	6	11	10	9	12	13	13	13	8	7	8
	Combined LX Technologist	0	0	1	4	0	3	2	4	5	5	4	4	5	3	3	2	5	3
	Dietitian	2	0	2	0	0	3	3	2	0	0	1	5	3	2	4	0	0	2
	Electroneurophysiology Technologist	0	0	0	2	0	1	2	1	1	0	0	0	1	0	1	4	3	1
	Licensed Practical Nurse	39	36	15	34	14	66	21	54	8	26	39	16	1	13	59	88	127	39
	Manager	7	10	19	22	18	26	38	41	32	27	24	21	12	18	20	27	64	25
	Medical Flight Specialist	0	0	0	0	1	0	2	0	0	12	12	11	12	0	5	2	3	4
	Medical Laboratory Technologist	8	0	5	6	8	23	9	20	9	6	27	18	10	16	22	14	29	14
	Medical Radiation Technologist	7	3	3	5	20	7	7	10	4	13	12	13	7	10	12	3	9	9
	Nuclear Medicine Technologist	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0	0	1	0
	Occupational Therapist	0	1	3	2	8	10	5	8	4	0	6	1	9	1	4	1	9	4
	Orthopaedic Technologist	1	0	0	1	0	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	2	1
	Pharmacist	11	9	8	6	3	11	6	4	3	6	1	0	6	2	0	1	2	5
	Physiotherapist	1	3	2	0	2	10	8	10	4	0	3	3	2	3	4	3	12	4
	Prosthetist-Orthotist	0	0	0	0	1	1	1	1	1	1	2	1	0	0	0	0	1	1
Radiation Therapist	0	1	0	1	0	1	2	2	0	0	0	0	1	0	0	0	0	0	
Recreation/Development Specialist	5	0	1	2	3	1	3	1	3	0	1	0	3	1	2	0	2	2	
Respiratory Therapist	3	0	0	2	1	0	0	1	1	1	0	2	1	2	2	2	1	1	
Social Worker	2	6	15	40	78	8	21	8	6	5	4	9	6	4	14	7	9	14	
Speech Language Pathologist	3	1	2	3	7	5	1	1	1	0	1	2	1	0	3	1	2	2	
Primary Occupations Total	99	76	84	145	179	192	143	178	100	126	156	127	97	96	171	169	299	143	
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	6	13	
	Medical Laboratory Technician	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	
	Occupational Therapy Support 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	10	
Paramedic	0	2	1	2	13	5	2	8	1	4	1	25	19	5	5	5	12		

	Personal Care Attendant	5	1	4	53	6	34	119	38	10	11	18	30	1	17	140	56	160	41
	Pharmacy Technician	0	1	5	0	0	1	0	3	3	0	0	1	0	1	5	1	3	1
	Physiotherapy Assistant	0	0	1	0	6	2	0	1	1	0	1	0	0	1	4	0	2	1
	Psychology Assistant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	Prosthetist-Orthotist Technician	0	0	0	2	2	0	3	2	2	2	2	2	2	1	2	0	1	1
	Recreation Therapy Worker	0	1	4	1	0	1	1	0	4	1	2	0	4	3	6	2	5	2
	Social Service Worker	0	0	0	0	20	3	0	0	3	0	2	15	0	0	0	40	13	6
Ancillary Occupations - Clinical Total		11	9	20	80	76	74	136	60	41	25	34	96	31	34	173	114	221	73
Ancillary Occupations - Support	Administrative	13	12	21	13	220	67	34	24	36	14	20	10	20	18	60	22	101	41
	Biomedical Engineering	1	1	0	2	0	1	2	3	0	0	0	0	1	2	0	1	5	1
	Dietary	30	1	17	17	18	9	8	8	11	6	20	11	3	5	55	14	42	16
	Facilities/Skilled Trades	13	2	11	10	3	18	20	21	7	8	19	19	23	25	37	37	43	19
	Housekeeping	12	2	7	5	14	7	8	9	3	2	12	6	6	6	33	23	97	15
	Information systems	1	2	1	2	2	7	4	3	3	6	1	4	2	5	1	2	5	3
	Laundry	0	0	0	0	0	1	0	1	2	0	4	1	0	0	14	10	14	3
	Materials	4	0	3	1	15	11	3	6	2	0	2	4	3	0	12	8	24	6
	Medical Service Aide	1	1	1	1	0	7	3	3	7	2	6	0	0	0	13	0	0	3
	Other Occupations (System)	5	6	10	9	1	6	0	2	0	2	1	4	6	2	5	0	0	3
Records	3	0	0	0	0	1	1	0	1	0	0	1	0	0	0	0	0	2	1
Ancillary Occupations - Support Total		83	27	71	60	273	135	83	80	72	40	85	60	64	63	230	117	333	110
Grand Total		193	112	175	285	528	401	362	318	213	191	275	283	192	193	574	400	853	326

Notes:

1. Vacancy data in April 2006 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. Between October 2006 and April 2013, 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	Reason for Vacancy	Occupation	Number	
Relief	Administrative	66		Information Systems	1	
	Behaviour Management Specialist	2		Medical Laboratory Technologist	8	
	Biomedical Engineer	2		Licensed Practical Nurse	1	
	Cardiology Technologist	1		Manager	7	
	Dietary	33		Materials	1	
	Facilities	5		Other	1	
	Housekeeping	90		Paramedic	1	
	Medical Laboratory Assistant	13		Personal Care Attendant	10	
	Medical Laboratory Technologist	19		Pharmacist	0	
	Laundry	13		Physiotherapist	2	
	Licensed Practical Nurse	99		Prosthetist-Orthotist	1	
	Manager	6		Clinical Psychologist	1	
	Materials	20		Psychology Assistant	1	
	Occupational Therapist	1		Medical Radiation Technologist	1	
	Occupational Therapy Sup. Worker	1		Recreation Therapy Worker	1	
	Other Occupations (Clinical)	9		Social Worker	1	
	Paramedic	3		Resignation Total	68	
	Personal Care Attendant	103		Internal Transfer	Administrative	11
	Pharmacist Technician	3			Combined LX Technologist	1
	Physiotherapist	1			Dietary	5
	Prosthetist-Orthotist Technician	1			Facilities	1
	Medical Radiation Technologist	2			Information Systems	3
	Recreation/Development Specialist	1			Medical Laboratory Technologist	1
Recreation Therapy Worker	2		Laundry	1		
Respiratory Therapist	1		Licensed Practical Nurse	5		
Speech Language Pathologist	2		Manager	12		
Social Worker	1		Materials	2		
Relief Total	500		Nuclear Medicine Technologist	1		
New Position	Administrative	11	Occupational Therapist	2		
	Facilities	19	Physiotherapy Assistant	2		
	Records	1	Clinical Psychologist	1		
	Housekeeping	2	Medical Radiation Technologist	1		
	Information Systems	1	Recreation/Development Specialist	1		
	Licensed Practical Nurse	13	Social Service Worker	1		
	Manager	13	Social Worker	3		
	Medical Flight Specialist	2	Internal Transfer Total	54		
	Occupational Therapist	3	Maternity Leave	Administrative	2	
	Other	1		Behaviour Management Specialist	1	
	Paramedic	4		Biomedical Engineer	1	
	Personal Care Attendant	5		Combined LX Technologist	1	
	Physiotherapist	3		Electroneurophysiology Technologist	1	
Clinical Psychologist	1		Medical Laboratory Technologist	1		
Social Service Worker	12		Manager	3		
New Position Total	91		Occupational Therapist	3		
Resignation	Administrative	3	Other Occupations (Clinical)	1		
	Audiologist	3	Pharmacist	1		
	Biomedical Engineer	2	Physiotherapist	5		
	Combined LX Technologist	3	Clinical Psychologist	1		
	Dietary	2	Medical Radiation Technologist	5		
	Electroneurophysiology Technologist	2	Social Worker	4		
	Facilities	10	Maternity Leave	30		
	Housekeeping	5	Other Reasons	110		
		Grand Total	853			