

Oak Valley Health

People Plan 2023-2026



Updated March 2023

Build

a people-centred culture by empowering our people, setting them up for success, and ensuring that everyone in our organization feels valued.

Goal 1 | Wellness

- Launch our organization-wide peer support program, Resilience in Stressful Events (RISE)
- Ensure leaders model and support work-life balance

Goal 2 | Engagement & recognition

- Develop an annual calendar of recognition and social celebration events
- Grow and nurture our unique “honoured to care” culture
- Conduct purposeful rounding and departmental huddles
- Dedicate more physical space to staff for breaks and socialization

Goal 3 | Equity, diversity, inclusion, & belonging

- Implement EDI plan

Develop

new ways of working and delivering care by rethinking what work needs to be done, who completes it, and how it is completed.

Goal 1 | Optimize team-based care

- Optimize scope of practice for existing roles and introduce new models of care
- Create standard work and routines for new and existing roles

Goal 2 | Review new initiatives

- Annual review of new initiatives to ensure they can be supported and resourced properly

Goal 3 | Build efficiencies

- Invest in Human Resources Information System (HRIS) and scheduling system
- Implement flexible scheduling

Create

a strategic talent management system that strengthens our ability to attract, retain, and develop our people.

Goal 1 | Attract & recruit

- Increase resources in our HR and Medical Administration departments dedicated to recruitment
- Sponsor internationally trained health care workers
- Use and support externs and the Nursing Graduate Guarantee program
- Actively market and promote open positions

Goal 2 | Retain our people

- Deliver career development support and bursaries
- Conduct exit and stay interviews
- Implement new compensation models and frameworks to ensure we remain competitive
- Explore investment in mentorship programming
- Improve our onboarding process

Goal 3 | Leadership development

- Create and launch Manager Bootcamp
- Implement training and support for targeted leadership development