



Strategic Goals 2020-2023

Year Two Progress: 2021-2022



Strategic Issue One: Our People

Strategic Goal One: By March 31, 2023, Western Health will have enhanced workforce capacity and capability through enabling an engaged, skilled, well-led and healthy workforce.

Objective Year Two: By March 31, 2022, Western Health will have initiated implementation of priorities to support workforce capacity and capability.

Priority Area 1: Health, Safety, and Well-Being of Staff

Flexible work arrangement
policy and supporting
documents drafted



Psychological Health and Safety and Staff Engagement Microsurvey

Quarterly microsurvey
developed and implemented

**Guidelines for Reducing
Sedentary Behaviour at Work**
released and promoted to staff,
including posters and videos



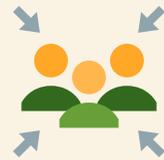
Priority Area 2: Employee Experience

**Performance Evaluation
and Development**
policy revised and e-learning
developed and implemented
for staff and leadership



Scheduling Department Initiatives:

- 1 Scheduling Supervisor established
- 2 Lean green belt project initiated
- 3 Scheduler staff hours extended
- 4 Text messaging overtime pilot initiated



Site identified for the
Integrated Operations Centre
(IOC) at Western Memorial
Regional Hospital

Priority Area 3: Growing and Developing our Workforce

Jurisdictional scan was completed,
including local, provincial, and
national recruitment and retention
strategies. This will inform the:



Recruitment and Retention Strategy



Human Resources initiated
implementation of the
Business Partner Model
to enhance support for
people managers

LEADS

leadership capability framework
identified for expansion

