

October 2015 (Also includes new data for October 2014 and April 2015)

Health Workforce 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 stakeholders with information about the supply and distribution of the health workforce 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, 2015, and includes previously unreleased data for October 2014 and April 2015, 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

The Health Human Resource Information System (HHRIS) is used for collecting vacancy data and has created greater consistency in recording and reporting of RHA vacancies. Standardized reporting using the HHRIS began in October 2013, which presents some challenges when comparing data to reports submitted prior to this date. For example, casual registered nurse vacancies had been excluded in previous reports due to inconsistencies in the way RHAs were recording vacancies. This report will attempt to address any significant discrepancies or variations that are thought to be as a result of this change.

The vacancy data collected from the RHAs is summarized in this report in two sections:

- Registered Nurse Vacant Positions; and,
- Health Occupation Vacant Positions.

The HHRIS allows RHAs to accurately report the number of days that a position has been under recruitment. This indicator can be used as a general measure of recruitment difficulty; however, it is noted that there may be other factors, unrelated to recruitment difficulty, for delays in filling a position. 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. Further information on vacancies collection, including definitions, is available in the Methodological Notes section.

What do Health System Vacancies mean to Newfoundland and Labrador?

The health workforce represents a large employment sector in NL. The RHA workforce in our province is a skilled and dedicated group of just over 19,000 individuals, representing eight per cent of the entire provincial workforce of 238,600¹ people. These people form the teams that

¹ Newfoundland and Labrador Statistics Agency: Labour Force Characteristics by Gender, 1976-2014, NL Retrieved November 17, 2015 from http://www.stats.gov.nl.ca/statistics/Labour/PDF/LFC_Gender.pdf

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 an occupation 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; however casual position data was not reported consistently prior to the implementation of the HHRIS in October 2013. For the purpose of historical comparison, casual data will be analyzed separately where appropriate.

Current Status:

In October 2015, the number of vacant RN bargaining unit positions posted internally and externally, including all employment types (i.e. permanent full-time, casual, etc.), was 330. Approximately 70 per cent, or 232 positions, were posted externally, while 30 per cent, or 98 positions, were posted internally. 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.

As demonstrated in Figure 1, of the 232 positions posted externally, 62.9 per cent were casual (146 positions), 18.5 per cent were temporary full-time (43 positions), 16.8 per cent were permanent full-time (39 positions), 0.9 per cent were permanent part-time (2 positions) and 0.9 per cent were temporary part-time (2 positions).

Figure 1. Percentage of RN External Vacancies by Employment Type, October 2015.

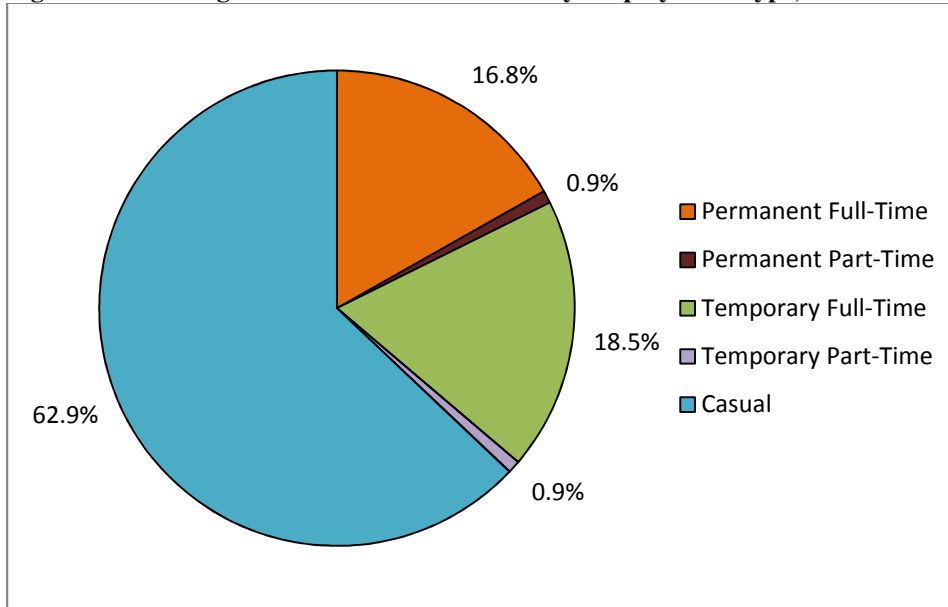
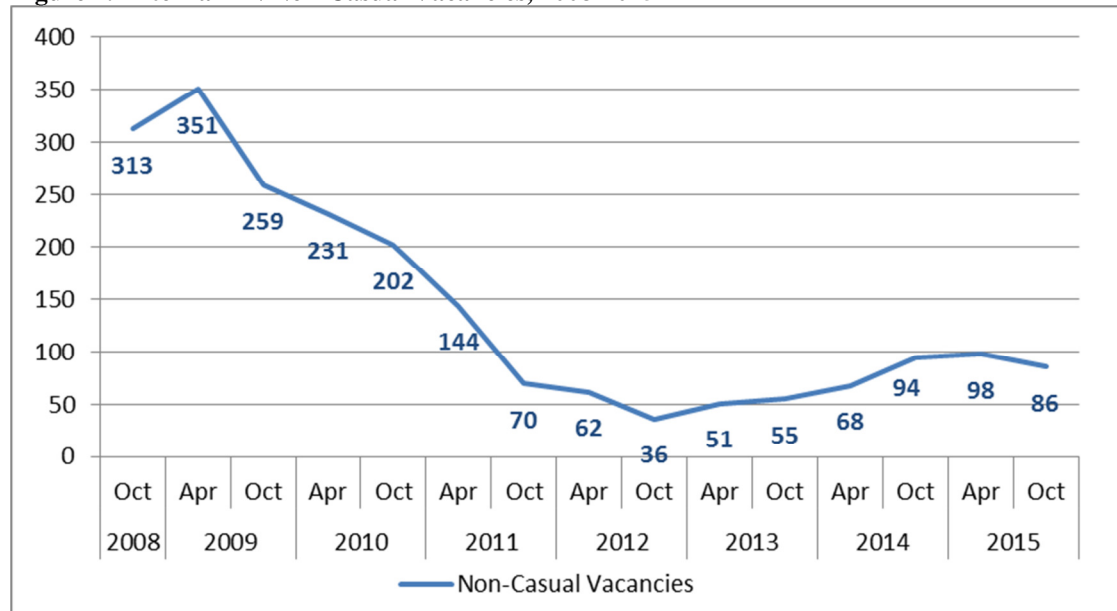


Figure 2 demonstrates the number of external, non-casual postings over time. Casual positions were not consistently reported prior to October 2013 and have been excluded from this figure for comparison purposes.

Figure 2. External RN Non-Casual Vacancies, 2008-2015



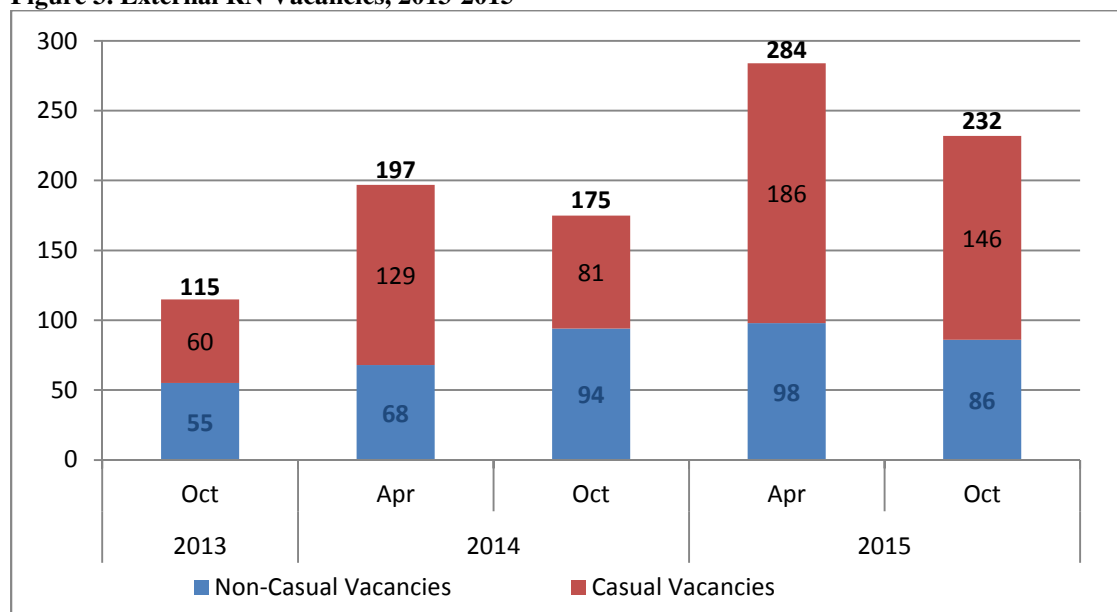
As of October 2015, the number of external non-casual vacancies for RN positions (86) was approximately 75 per cent less than at its peak of 351 in April 2009. Recruitment incentives, such as bursaries and signing bonuses, as well as negotiated increases to compensation and benefits have improved RN recruitment and retention over the past seven years.

There are several trends developing in the number of casual RN vacancies (see Figure 3) now that RHA reporting processes are becoming standardized. First, there is a cyclical pattern between October and April reporting periods that coincides with RHA recruitment activity, which typically peaks in the spring. Second, there is an upward trend in the overall number of casual vacancies per reporting period, which has increased by 143 per cent since October 2013. Lastly, when comparing data on an annual basis, the proportion of casual vacancies has grown from 52 per cent to 63 per cent for October reporting periods, while remaining stable at 65 per cent for April reporting periods. Caution is recommended in drawing conclusions about these trends without considering the following:

- Standardized reporting of casual vacancies started in October 2013; however RHAs have been refining how positions are recorded in the HHRIS over time. It is difficult to determine if these trends are a result of improved reporting or other factors.
- Casual RNs are not obligated to accept shifts when called, nor is the employer obligated to call a casual RN when a shift is available, therefore casual vacancies cannot be measured or compared in terms of full-time equivalent (FTE) hours.

- Casual RN needs are often estimated by managers at a point in time, but recruitment requests are not always actively reviewed or cancelled if no longer needed.

Figure 3. External RN Vacancies, 2013-2015



The number of casual RN vacancies tends to vary in each RHA. In October 2015, 72 per cent of RN external recruitment postings in Eastern Health were casual positions compared to 30 per cent in Western Health. 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.

The 232 external vacant RN positions in October 2015 included 127 in Eastern Health (eight permanent), 71 in Central Health (20 permanent), 10 in Western Health (three permanent), and 24 in Labrador-Grenfell Health (10 permanent). These 232 postings included 25 nurse practitioner positions: 7 in Eastern Health, 4 in Central Health, 4 in Western Health and 10 in Labrador-Grenfell Health. The majority of nurse practitioner vacancies (18 positions, or 72 per cent) were located in rural or remote areas, however there were a number of positions located in larger centres such as St. John’s (two positions), Gander (two positions), Grand Falls-Windsor (two positions) and Corner Brook (one position). The average vacancy period for RNs (including nurse practitioners) was 206 days, (almost seven months). Nurse practitioner positions take longer to recruit than all other RN position categories, averaging 324 days in October 2015.

Of the 127 external recruitment postings in Eastern Health, 78 were located in St. John’s metro area hospitals, long term care facilities and community care programs. The remaining positions were located in rural areas outside the St. John’s metro area, most notably 11 positions at Carbonear General Hospital and five positions at the Harbour Lodge Nursing Home in

Carbonear. Of the eight external postings for permanent positions at Eastern Health, two were located in St. John's, three in Bonavista, two in Carbonear, and one in Burin.

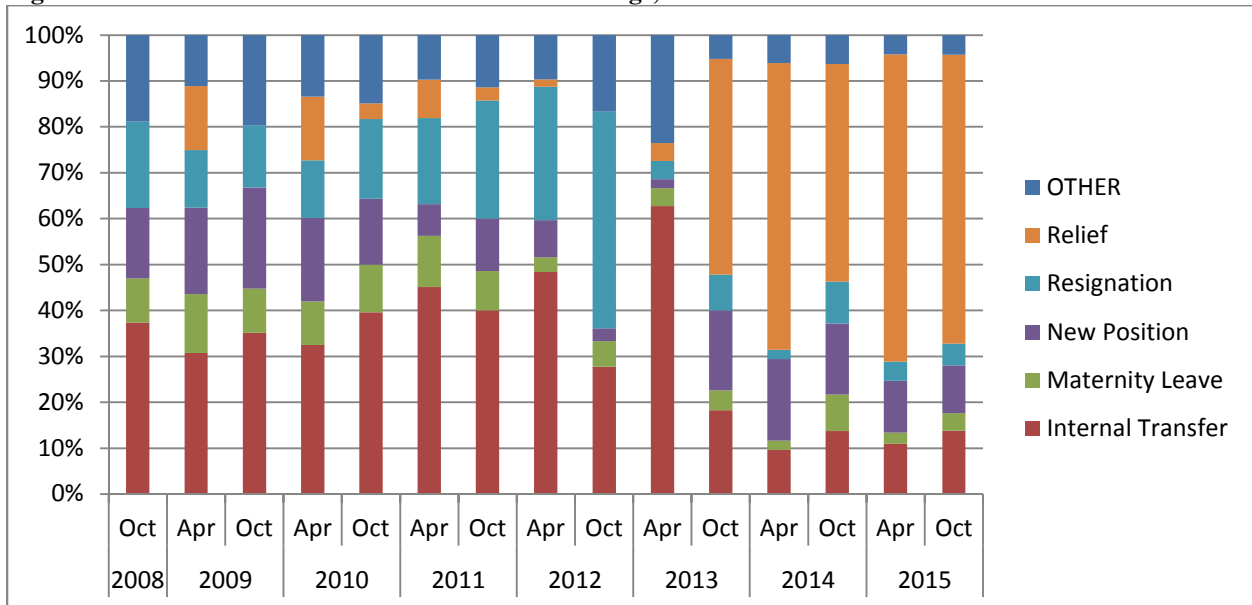
In Central Health, 68 per cent of the 71 vacancies were located in Gander (23 positions) and Grand Falls-Windsor (24 positions). The remaining positions were located in rural areas, most notably six positions at in Springdale. Of the 20 external postings for permanent positions in Central Health, there were 10 in Gander, five in Grand Falls-Windsor, two in Springdale, two in New-Wes-Valley and one in Belleoram.

Western Health reported ongoing recruitment for two longstanding permanent full-time nurse practitioner vacancies; one in Ramea and one in Port Saunders. Both positions are considered difficult-to-fill and have been outstanding for multiple years. Western Health has not been successful in recruiting candidates to these positions, despite various recruitment incentives being approved, including bursaries, signing bonuses and other market adjustments. Of the remaining eight vacancies at Western Health, three were located in Corner Brook, three in Stephenville, and two in Rocky Harbour.

Labrador-Grenfell Health had 24 vacant RN bargaining unit positions in October 2015, with the largest number of vacancies located in St. Anthony (seven positions), followed by four positions in Happy Valley - Goose Bay, three positions in Labrador City, and the remainder dispersed throughout various community clinics. Of the 10 external postings for permanent positions, four were located in St. Anthony, two in happy Valley – Goose Bay, one in Labrador City, and the remainder in various community clinics.

RHAs indicated that 63 per cent of external RN postings in October 2015 were for relief pool replacements, followed by 14 per cent for internal transfers, 10 percent for new positions, five per cent for resignations, four per cent for maternity leave replacements and four per cent for other reasons. As demonstrated in Figure 4, there is a noticeable jump in the percentage of postings for relief positions, starting in October 2013. This coincides with the introduction of standardized reporting using the HHRIS and the inclusion of casual RN vacancies in the reports.

Figure 4. Reasons for External RN Recruitment Postings, 2008-2015



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 occupation backgrounds and may no longer be considered only RN positions. All vacant management positions in RHAs are collected in Section 2: Health Occupation Vacant Positions

Tables:

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

Report	Description	Page
Report 1 – A	RHA / Sector / Facility / Posting Type	19
B	RHA / Employment Type / Sector / Posting Type	25
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Section 2: Health Occupation Vacant Positions

For the purpose of this report, health occupation vacant positions refers to all vacancies in RHAs, other than physicians and RNs. This includes positions that are permanent, temporary and casual/temporary call-in (TCI), and posted for both internal and external recruitment. Similar to RN vacancies, there has been inconsistent casual/TCI data reported prior to the implementation of HHRIS in October 2013, due to lack of standardized process for recording these vacancies in RHAs. Data will be analyzed separately where appropriate.

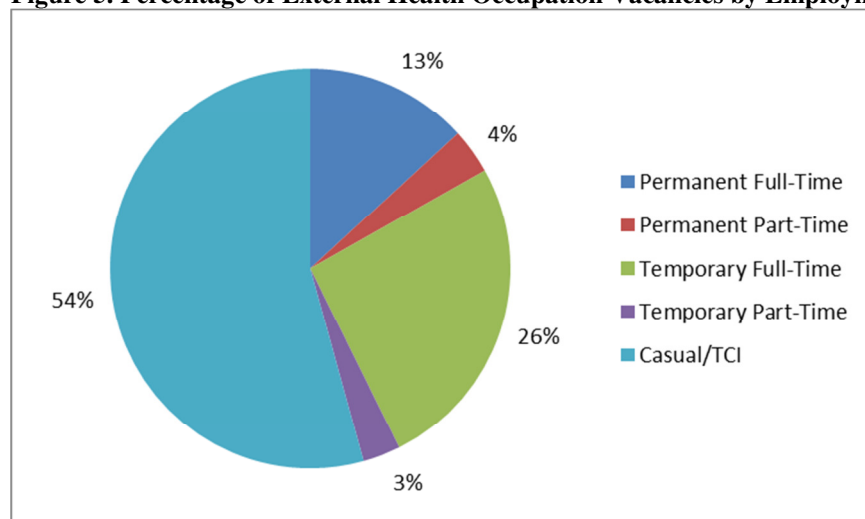
Health occupation vacancies are grouped into three main categories: primary occupations, ancillary-clinical occupations and ancillary-support occupations. Definitions are provided in the Methodological Notes section.

Current Status:

In October 2015, the number of vacant health occupation positions posted internally and externally, including all employment types (i.e. permanent full-time, casual, etc.), was 681. Approximately 73 per cent, or 495 positions, were posted externally, while the remaining 27 per cent, or 186 positions, were posted internally. The analysis in this section will focus on external vacancies only; internal recruitment postings represent movement within the organization and are not included. It is also 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.

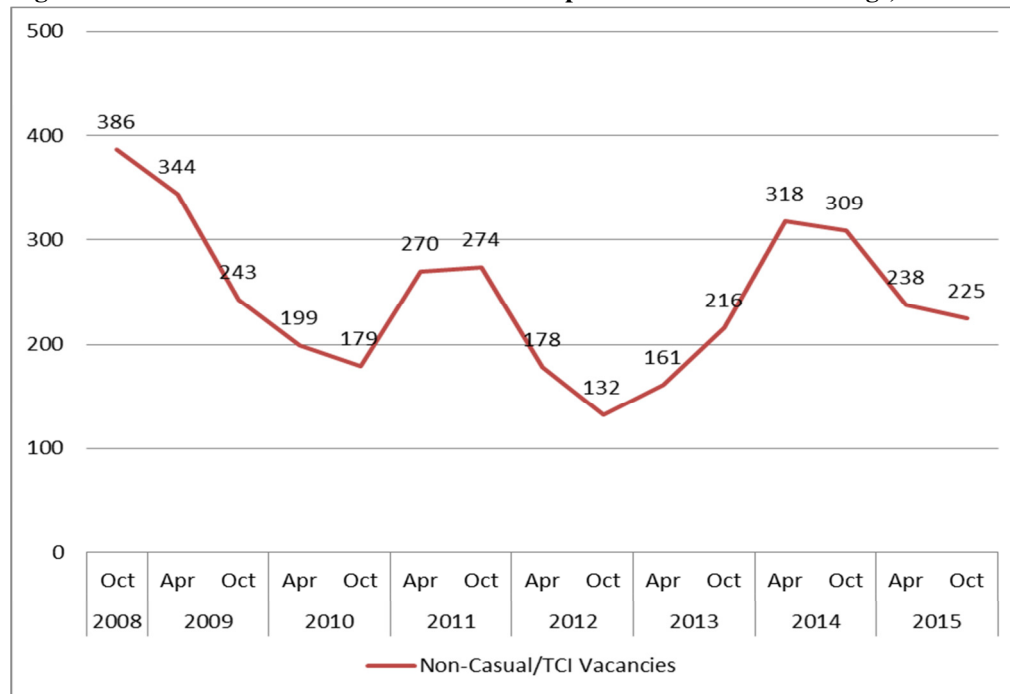
Approximately 54 per cent of all external vacancies were casual/TCI (270 positions), followed by 26 per cent temporary full-time (127 positions), 13 per cent permanent full-time (65 positions), four per cent permanent part-time (18 positions) and three per cent temporary part-time (15 positions).

Figure 5. Percentage of External Health Occupation Vacancies by Employment Type, October 2015.



Over the past six years, there has been considerable fluctuation in the number of external, non-casual/TCI health occupation vacancies in RHAs (Figure 6). Overall, the number of vacancies has decreased from 386 in October 2008 to 225 in October 2015. Some factors which have had an impact on vacancy levels in recent years include changes to models of care, operational reviews and opening of new facilities. On average, there have been 245 vacancies reported per collection period since October 2008.

Figure 6. External Non-Casual/TCI Health Occupation Recruitment Postings, 2008-2015

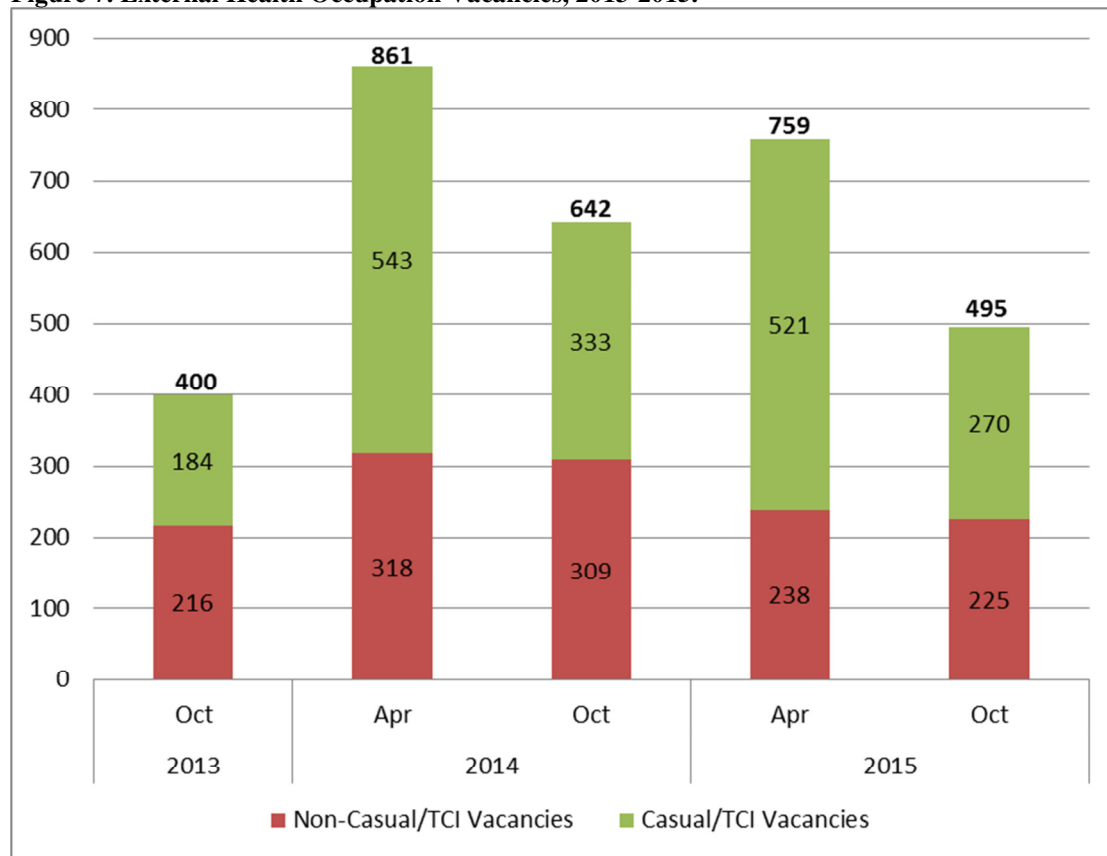


Eastern Health continues to report the highest proportion of external, non-casual/TCI, vacancies. In October 2015, vacancies at Eastern Health represented 69 per cent (156 positions) of all non-casual/TCI vacancies, followed by Central Health at 14 per cent (31 positions), Labrador-Grenfell Health at 10 per cent (23 positions) and Western Health at seven per cent (15 positions).

Total non-casual/TCI vacancies have decreased for three consecutive periods and were below average for both April and October 2015.

Total casual/TCI vacancies have also been trending downwards since April 2014; however similar to casual RN vacancies, a cyclical pattern is apparent between October and April reporting periods. Casual/TCI health occupation vacancies tend to increase in the April reporting periods as RHAs begin to hire large numbers of staff for summer relief.

Figure 7. External Health Occupation Vacancies, 2013-2015.

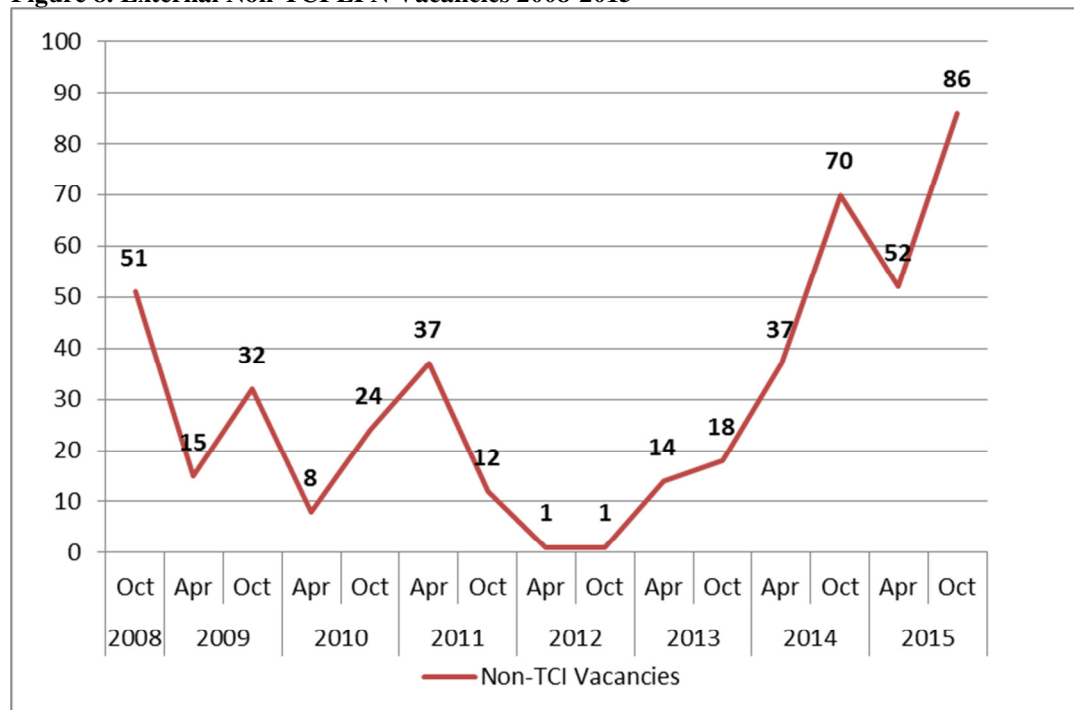


Despite the general decrease in vacancies overall, RHAs are continuing to experience above average vacancies for several occupations, including licensed practical nurses (LPN), personal care attendants (PCA), trades workers, laboratory technologists and psychologists. Furthermore, occupations such as LPNs, social workers, dietitians and paramedics all experienced increases from April 2015 to October 2015.

Primary Occupations:

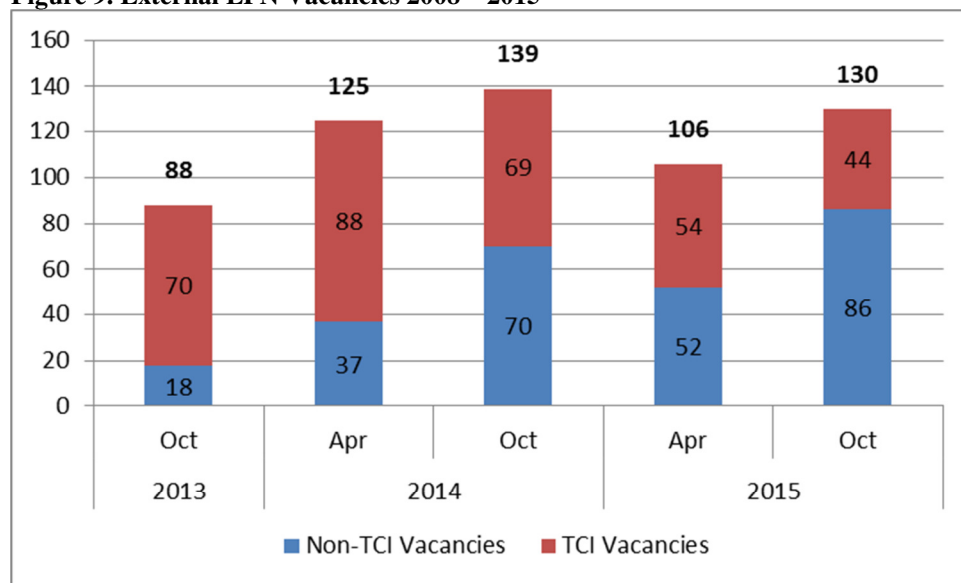
In the primary occupations category, 229 positions were posted for external recruitment in October 2015; 46 per cent of these postings were temporary full-time, followed by 30 per cent casual/TCI, 17 per cent permanent full-time and 3.5 per cent each for permanent part-time and temporary part-time. This is a change in the distribution of positions by employment type from previous collection periods; casual/TCI positions have typically represented the highest proportion of vacancies, followed by permanent full-time and temporary full-time positions. This change is primarily due to an increase in non-TCI LPN vacancies, which has increased from 18 in October 2013 to 86 in October 2015. As per Figure 8, non-TCI LPN postings have been on an upwards trend since October 2012, with vacancies in the past three reporting periods all exceeding the previous peak of 51 in October 2008. Historically, LPN vacancies have been predominantly TCI; however, in an effort to improve recruitment and retention, Eastern Health began converting many of its TCI positions to temporary full-time in the fall of 2014.

Figure 8. External Non-TCI LPN Vacancies 2008-2015



In total, RHAs reported 130 LPN vacancies in October 2015, or 26 per cent of all external health occupation vacancies. Eastern Health had the highest number of LPN vacancies at 90, followed by 36 in Central Health, three in Western Health, and one in Labrador–Grenfell Health. Of the 130 LPN postings, 64 per cent were for temporary positions, 34 per cent were for TCI positions and two per cent were for permanent positions.

Figure 9. External LPN Vacancies 2008 – 2015



RHAs also reported 22 postings for management positions in October 2015, which has steadily declined from 64 postings in April 2014. Approximately 59 per cent of management vacancies

were permanent full-time positions. Three RHAs reported external management recruitment postings including 19 positions in Eastern Health, two positions in Western Health and one position in Labrador-Grenfell Health. Management positions are paid on the HL scale, and include both clinical and non-clinical managers.

External recruitment postings for diagnostics professionals decreased overall between April 2015 and October 2015; however a number of positions continue to be difficult-to-fill. In October 2015, there were 20 external recruitment postings for medical laboratory technologist positions, down from 26 in April 2015. 50 per cent of the positions posted were TCI, while temporary full-time and permanent full-time and made up 35 and 15 per cent respectively. There were six positions for medical radiation technologists in October 2015, which is no change from April 2015. 50 per cent of the positions were TCI, 33 per cent were temporary full-time and 17 per cent were permanent full-time. There were also external postings for six combined laboratory/x-ray technologist positions, three cardiology technologists, and one electroneurophysiology technologists.

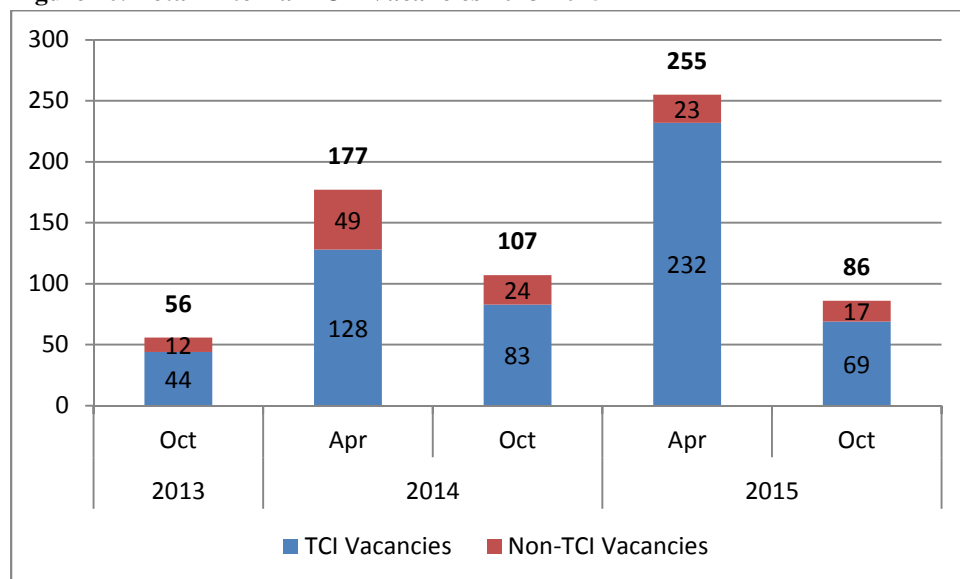
External vacancies for clinical psychologists have decreased from 14 in April 2015 to 13 in October 2015; however vacancies have increased overall in the past three reporting periods. 77 per cent of clinical psychologist vacancies were permanent positions, and 23 per cent were temporary. Enhanced recruitment incentives, such as bursaries and signing bonuses have been approved to support RHAs in their efforts to fill longstanding vacancies.

The average vacancy period for primary occupations increased from 199 days to 253 days, or approximately eight months. Vacancies for clinical psychologists, electroneurophysiology technologists, combined laboratory/x-ray technologists and orthopaedic technologists all have average vacancy periods of 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 158 external recruitment postings for ancillary-clinical positions in RHAs, including 86 PCA positions, 49 of which were in Eastern Health. The number of PCA vacancies has decreased significantly from 255 positions in April 2015, the highest number ever recorded. The majority (80 per cent) of the 86 PCA postings were for TCI positions, 12 per cent were for permanent positions, and eight per cent were for temporary positions. The general increase in demand for these positions over the past two years is primarily due to changes in the model of nursing care, and ongoing recruitment needs resulting from the opening of new facilities. There is also a noticeable spike in PCA vacancies during April reporting periods; this coincides with when RHAs typically hire large numbers of nursing students for the upcoming summer relief period.

Figure 10. Total External PCA Vacancies 2013-2015



Child and youth care workers represented the second largest group of vacancies in the ancillary clinical category with 25 positions, which is an increase of 10 from April 2015. 92 per cent of the postings were for TCI positions, and eight per cent were temporary. Central Health had the highest number of vacancies with 21 positions, resulting from a new youth treatment facility and services in Grand Falls-Windsor.

The average vacancy period for ancillary-clinical occupations increased from 104 days in April 2015 to 187 days in October 2015, which is approximately six months.

Ancillary-Support Occupations:

The ancillary-support category, which includes occupation groups such as administration, dietary, facilities/skilled trades, housekeeping and laundry saw a decrease in postings from 215 in April 2015 to 108 in October 2015 and has been on a downward trend since a recent peak of 332 in April 2014. 62 per cent of external recruitment postings came from two main occupation groups: administration (31 per cent) and facilities/skilled trades (31 per cent). Other notable groups include materials (13 per cent) and housekeeping (eight per cent). TCI positions continue to make up the majority of vacancies in this category for October 2015 at 62 per cent, compared to 20 percent permanent and 18 per cent temporary.

Vacancies in facilities/skilled trades occupations decreased from 39 in April 2015 to 34 in October 2015 and have also been on a downward trend from 43 positions in April 2014. Half of the positions reported in October 2015 were permanent, 29 per cent were TCI and 21 per cent were temporary.

The average vacancy period for ancillary-support occupations increased from 135 days in April 2015 to 241 days in October 2015 (eight months).

Reasons for Vacancies

The top reasons for vacancies included relief pool replacement (62 per cent), internal transfers (12 per cent), resignations (seven per cent), new positions (six per cent), retirements (four per cent) and maternity leaves (four per cent). Further analysis by reason for vacancy is provided in Table 1.

Table 1. Reason for Health Occupation Vacancy – October 2014

Reason for Vacancy	Number of Vacant Positions	Percentage of Vacant Positions
Relief	306	62%
Internal Transfer	60	12%
Resignation	35	7%
New Position	28	6%
Maternity Leave	20	4%
Retirement	20	4%
Leave of Absence	8	2%
Other	18	4%
Grand Total	495	100%

Tables

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

Report	Description	Page
Report 2 – A	Occupation / RHA / Employment Type / Recruitment	45
B	Occupation / Time Series	51
C	Top 5 Reasons for Vacancy by Occupation	53

Methodological Notes

Definitions

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.

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.

Casual or Temporary Call-In (TCI) Vacancies

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 Registered Nurses' Union Newfoundland and Labrador (RNUNL) 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.

Permanent, Temporary, and Float Vacancies

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 casual or temporary call-in vacancies.

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 Workforce 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
October 1, 2014

RHA	Sector	Job Location	External	Internal	Grand Total
ERHA	Acute	Bonavista Peninsula CHC	2	2	4
		Building 532		1	1
		Burin Peninsula Health Centre	3	2	5
		Carbonear General Hospital	7	7	14
		Clarenville GB Cross Hospital	4	4	8
		Grand Bank Health Centre	2		2
		Health Science Centre	9	22	31
		Janeway	2	2	4
		Miller Center	2	1	3
		Mount Pearl Square		1	1
		Other		1	1
		St. Clare's	3	13	16
		Waterford	2	9	11
		Acute Total		36	65
	Combined Facility	Bell Island	2	2	4
		Placentia Health Care Centre		1	1
		St. Lawrence US Memorial Health Centre		2	2
	Combined Facility Total		2	5	7
	Community	Bonavista H&CS Office Chapel Hill	1		1
		Charles Bell Building Kenmount Road		1	1
		Coish Place	1	1	2
		Community Health	1		1
		Community Health St. John's	3	2	5
		Cordage Place		1	1
		Harbour Grace HCS Office	1	1	2
		Lethbridge HCS Office		1	1
		Majors Path		1	1
		Marystown H&CS Building	1		1
		Marystown HCS Building	1		1
		Mount Pearl Square		2	2
		Other	1		1
		St. Mary's HCS Office		1	1
	Whitbourne HCS Office		1	1	
	Community Total		10	12	22
	Long Term Care	Agnes Pratt Home	1		1
		Dr. A. O'Mahoney Manor		1	1
		Golden Heights Manor	2	1	3
		Grand Bank Blue Crest Nursing Home	2	1	3
		Harbour Lodge Nursing Home	2		2
		Hoyles-Escasoni Complex	1	5	6
		Masonic		1	1
		Other	1	1	2
		Pentecostal Senior Citizens Home	1		1
		St. Patrick's Mercy Home	11		11
	The S.A. Glenbrook Lodge, St. John's	1		1	
	Long Term Care Total		22	10	32
	Other	Center for Nursing Studies		1	1
Other Total			1	1	
ERHA Total		70	93	163	
CRHA	Acute	Brookfield Bonnews Health Centre	1	1	2
		Central Newfoundland Regional Health Center	7	20	27
		Doctor Hugh Twomey Health Center	2		2

Health Workforce Vacant Position Report

RHA	Sector	Job Location	External	Internal	Grand Total	
		Green Bay Health Center	1		1	
		James Paton Memorial Hospital	22	7	29	
		Notre Dame Bay Memorial Health Center	2	1	3	
		Acute Total		35	29	64
	Community	A.M.Guy Memorial Health Centre	1		1	
		Baie Verte Peninsula Health Center	1		1	
		Bay d'Espoir Community Health Center	1	1	2	
		Bell Place	1	1	2	
		Doctor Hugh Twomey Health Center	1		1	
		Grand Falls Windsor Community Health Centre		2	2	
		James Paton Memorial Hospital	1		1	
		Regional Office	1		1	
		Community Total		7	4	11
	Long Term Care	Green Bay Health Center	3		3	
		Lakeside Homes	1		1	
		Lewisporte Community Health Centre	1		1	
		North Haven Manor		3	3	
		Long Term Care Total		5	3	8
	Multiple	Central Newfoundland Regional Health Center		1	1	
		James Paton Memorial Hospital	1		1	
		Multiple Total		1	1	2
CRHA Total			48	37	85	
WRHA	Acute	Sir Thomas Roddick Hospital	1		1	
		Western Memorial Regional Hospital		15	15	
		Acute Total		1	15	16
	Combined Facility	Calder Health Care Centre	1	1	2	
		Dr. Charles L. LeGrow Health Centre		1	1	
		Combined Facility Total		1	2	3
	Community	Population Health		5	5	
		Community Total		5	5	
	Long Term Care	Bay St. George Long Term Care Centre		1	1	
Corner Brook Long Term Care Home			1	1		
	Long Term Care Total		2	2		
WRHA Total			2	24	26	
LGRHA	Acute	Goose Bay - Labrador Health Centre	22		22	
		Labrador City - CWJM Hospital	12		12	
		St. Anthony - CSCM Hospital	5		5	
		Acute Total		39	39	
	Community	Black Tickle - Community Clinic	1		1	
		Cartwright - Community Clinic	1		1	
		Churchill Falls - Community Clinic	2		2	
		Goose Bay - Labrador Health Centre		1	1	
		Makkovik - Community Clinic	4		4	
		Nain - Community Clinic	1		1	
		North West River / Sheshatshui - Clinic	1	1	2	
		Port Hope Simpson - Community Clinic	1		1	
		Various Locations	3		3	
		Community Total		14	2	16
	In-Patient Services	Goose Bay - Labrador Health Centre		1	1	
		St. Anthony - CSCM Hospital	1		1	
		In-Patient Services Total		1	1	2
Mental Health & Addictions	Labrador City - CWJM Hospital	1		1		
	Mental Health & Addictions Total		1	1		
LGRHA Total			55	3	58	
Grand Total			175	157	332	

Registered Nurse Vacant Positions – Bargaining Unit
 RHA / Sector / Facility / Posting Type
April 1, 2015

RHA	Sector	Job Location	External	Internal	Grand Total	
ERHA	Acute Care	Bell Island	1		1	
		Bonavista Peninsula CHC	1		1	
		Burin Peninsula Health Centre	4	3	7	
		Carbonear General Hospital	12	4	16	
		Clarenville GB Cross Hospital	3	1	4	
		Dr. A.A.Wilkinson Memorial Health Centre	2		2	
		Grand Bank Health Centre	1		1	
		Health Science Centre	35	68	103	
		Janeway	9	20	29	
		NCTRF	1		1	
		Placentia Health Care Centre	1		1	
		St. Clare's	12	24	36	
		St. Lawrence US Memorial Health Centre	1	1	2	
		Waterford	13	21	34	
	Acute Care Total			96	142	238
	Combined Facility	Miller Center		13	5	18
	Combined Facility Total			13	5	18
	Community Care	Bonavista H&CS Office Chapel Hill		2		2
		Building 532			2	2
		Coish Place		2		2
		Community Health St. John's		11	1	12
		Harbour Grace HCS Office		1		1
		Hr. Grace Adult Addictions Treatment Cent			4	4
		Majors Path			6	6
		Marystown H&CS Building		2		2
		Mount Pearl Square			2	2
		St. Mary's HCS Office			1	1
	Community Care Total			18	16	34
	Long Term Care	Agnes Pratt Home		2		2
		Dr. A. O'Mahoney Manor		3		3
		Golden Heights Manor		2	1	3
		Grand Bank Blue Crest Nursing Home		1		1
		Harbour Lodge Nursing Home		6		6
Masonic				1	1	
Pentecostal Senior Citizens Home			1		1	
Saint Luke's Homes				2	2	
St. John's Long-Term Care Facility			5	7	12	
St. Patrick's Mercy Home			6	3	9	
The S.A. Glenbrook Lodge, St. John's		5		5		
Long Term Care Total			31	14	45	
Multiple	Center for Nursing Studies			1	1	
Multiple Total				1	1	
ERHA Total			158	178	336	
CRHA	Acute Care	Central Newfoundland Regional Health Center	29	3	32	
		James Paton Memorial Regional Health Cen	24	5	29	
	Acute Care Total			53	8	61
	Combined Facility	A.M.Guy Memorial Health Centre		3		3
		Brookfield Bonnews Health Centre		3		3
		Green Bay Health Center		7		7
		James Paton Memorial Regional Health Cen		1		1
		Lewisporte Community Health Centre			2	2
North Haven Manor		3		3		

Health Workforce Vacant Position Report

RHA	Sector	Job Location	External	Internal	Grand Total
		Notre Dame Bay Memorial Health Center	4		4
	Combined Facility Total		21	2	23
	Community Care	Bell Place Community Health Centre Gander	3	3	6
		Grand Falls Windsor Community Health Centre	3		3
		New World Island Clinic	1		1
		St. Albans Clinic	1		1
	Community Care Total		8	3	11
	Long Term Care	Carmelite House		2	2
	Long Term Care Total			2	2
CRHA Total			82	15	97
WRHA	Acute Care	Calder Health Care Centre	1		1
		Sir Thomas Roddick Hospital	8	1	9
		Western Memorial Regional Hospital		23	23
	Acute Care Total		9	24	33
	Combined Facility	Bonne Bay Health Centre	1		1
		Calder Health Care Centre	1		1
		Dr. Charles L. LeGrow Health Centre		1	1
		Rufus Guinchard Health Centre	4		4
	Combined Facility Total		6	1	7
	Long Term Care	Bay St. George Long Term Care Centre	2		2
		Corner Brook Long Term Care Home	1	3	4
	Long Term Care Total		3	3	6
	Multiple	Jeffrey's Clinic	2		2
	Multiple Total		2		2
WRHA Total			20	28	48
LGRHA	Acute Care	Goose Bay - Labrador Health Centre	4		4
		Labrador City - CWJM Hospital	2		2
		Labrador City - Labrador West Health Cen	1		1
		St. Anthony - CSCM Hospital	7		7
	Acute Care Total		14		14
	Community Care	Black Tickle - Community Clinic	1		1
		Mary's Harbour - Community Clinic	1		1
		Nain - Community Clinic	1		1
		North West River / Sheshatshui - Clinic	1		1
		Various Locations	6		6
	Community Care Total		10		10
LGRHA Total			24		24
Grand Total			284	221	505

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Sector / Facility / Posting Type
October 1, 2015

RHA	Sector	Job Location	External	Internal	Grand Total	
ERHA	Acute Care	Bell Island	5		5	
		Bell Island - Bennet St.	1		1	
		Bonavista Peninsula Health Centre	6		6	
		Burin Peninsula Health Centre	3	1	4	
		Carbonear General Hospital	11	5	16	
		Clarenville GB Cross Hospital	4	3	7	
		Dr. A.A.Wilkinson Memorial Health Centre	1		1	
		Dr. H. Bliss Murphy Cancer Care Centre		1	1	
		Grand Bank Health Centre	1		1	
		Health Science Centre	14	26	40	
		Janeway	11	7	18	
		St. Clare's	3	9	12	
		St. Lawrence US Memorial Health Centre	1		1	
		Waterford	14	6	20	
	Acute Care Total			75	58	133
	Combined Facility	Miller Center	10	2	12	
	Combined Facility Total			10	2	12
	Community Care	Building 532	1	1	2	
		Charles Bell Building Kenmount Road		1	1	
		Community Health St. John's	6		6	
		Cordage Place	1	1	2	
		Hr. Grace Adult Additions Treatment Cent	2		2	
		Majors Path		1	1	
		Marystown H&CS Building	1		1	
		Rabbittown Community Centre	1	1	2	
	Community Care Total			12	5	17
	Long Term Care	Agnes Pratt Home	1		1	
		Dr. A. O'Mahoney Manor	2		2	
		Glenbrook Lodge	6		6	
		Golden Heights Manor	4		4	
		Harbour Lodge Nursing Home	5		5	
		Pentecostal Senior Citizens Home	2		2	
		Saint Luke's Homes	2	1	3	
St. John's Long Term Care Facility		4	8	12		
St. Patrick's Mercy Home	4	1	5			
Long Term Care Total			30	10	40	
ERHA Total			127	75	202	
CRHA	Acute Care	Central NL Regional Health Centre	23	4	27	
		James Paton Memorial Regional Health Cen	21	2	23	
	Acute Care Total			44	6	50
	Combined Facility	A.M.Guy Memorial Health Centre	2		2	
		Baie Verte Peninsula Health Center	1		1	
		Brookfield Bonnews Health Centre	3		3	
		Doctor Hugh Twomey Health Center	2		2	
		Green Bay Health Center	6		6	
		North Haven Manor	3		3	
		Notre Dame Bay Memorial Health Center	4		4	
Combined Facility Total			21		21	
Community Care	Bell Place Comm Health Centre Gander	2		2		
	Belleoram Community Health Centre	1		1		

Health Workforce Vacant Position Report

RHA	Sector	Job Location	External	Internal	Grand Total
		Brookfield Bonnews Health Centre	1		1
		Grand Falls Windsor Comm Health Centre	1	2	3
		Lewisporte Community Health Centre		1	1
		Regional Office	1		1
		Community Care Total	6	3	9
CRHA Total			71	9	80
WRHA	Acute Care	Bonne Bay Health Centre	2		2
		Calder Health Care Centre	1		1
		Corner Brook Long Term Care Home		1	1
		Rufus Guinchard Health Centre	1		1
		Sir Thomas Roddick Hospital	3	9	12
		Western Memorial Regional Hospital	1	2	3
	Acute Care Total		8	12	20
	Community Care	Population Health	2	2	4
	Community Care Total		2	2	4
WRHA Total			10	14	24
LGRHA	Acute Care	Goose Bay - Labrador Health Centre	4		4
		Labrador City - CWJM Hospital	2		2
		Labrador City - Labrador West Health Cen	1		1
		St. Anthony - CSCM Hospital	7		7
	Acute Care Total		14		14
	Community Care	Black Tickle - Community Clinic	1		1
		Mary's Harbour - Community Clinic	1		1
		Nain - Community Clinic	1		1
		North West River / Sheshatshui - Clinic	1		1
		Various Locations	6		6
Community Care Total		10		10	
LGRHA Total			24		24
Grand Total			232	98	330

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Employment Type / Sector / Posting Type
October 1, 2014

RHA	Employment Type	Sector	External	Internal	Grand Total	
ERHA	Permanent Full-Time	Acute	1	15	16	
		Combined Facility		1	1	
		Community	2	4	6	
		Long Term Care		2	2	
	Permanent Full-Time Total			3	22	25
	Permanent Part-Time	Acute	1	9	10	
		Community		1	1	
		Long Term Care	1	3	4	
	Permanent Part-Time Total			2	13	15
	Temporary Full-Time	Acute	4	35	39	
		Combined Facility	1	4	5	
		Community		4	4	
		Long Term Care	11	4	15	
		Other		1	1	
	Temporary Full-Time Total			16	48	64
	Temporary Part-Time	Acute		6	6	
		Community		3	3	
		Long Term Care		1	1	
	Temporary Part-Time Total				10	10
	Casual	Acute	30		30	
Combined Facility		1		1		
Community		8		8		
Long Term Care		10		10		
Casual Total			49		49	
ERHA Total			70	93	163	
CRHA	Permanent Full-Time	Acute	12	18	30	
		Community	1		1	
		Multiple	1	1	2	
	Permanent Full-Time Total			14	19	33
	Permanent Part-Time	Acute	1	2	3	
		Long Term Care	1		1	
	Permanent Part-Time Total			2	2	4
	Temporary Full-Time	Acute	10	9	19	
		Community	4	1	5	
		Long Term Care	1		1	
	Temporary Full-Time Total			15	10	25
	Temporary Part-Time	Acute	1		1	
		Community		1	1	
	Temporary Part-Time Total			1	1	2
Casual	Acute	11		11		
	Community	2	2	4		
	Long Term Care	3	3	6		
Casual Total			16	5	21	
CRHA Total			48	37	85	
WRHA	Permanent Full-Time	Acute		4	4	
		Combined Facility	1		1	
		Community		1	1	
		Long Term Care		2	2	
	Permanent Full-Time Total			1	7	8
	Permanent Part-Time	Acute		1	1	
Permanent Part-Time Total				1	1	

Health Workforce Vacant Position Report

RHA	Employment Type	Sector	External	Internal	Grand Total	
	Temporary Full-Time	Acute		8	8	
		Combined Facility		2	2	
		Community		1	1	
	Temporary Full-Time Total			11	11	
	Temporary Part-Time	Community		3	3	
		Acute		2	2	
	Temporary Part-Time Total			5	5	
	Casual	Acute	1		1	
Casual Total			1	1		
WRHA Total			2	24	26	
LGRHA	Permanent Full-Time	Acute	27		27	
		Community	6		6	
		In-Patient Services	1	1	2	
	Permanent Full-Time Total			34	1	35
	Temporary Full-Time	Community	3	1	4	
		Mental Health & Addictions	1		1	
	Temporary Full-Time Total			4	1	5
	Temporary Part-Time	Community	2		2	
	Temporary Part-Time Total			2	2	
	Casual	Acute	12		12	
Community		3	1	4		
Casual Total			15	1	16	
LGRHA Total			55	3	58	
Grand Total			175	157	332	

Registered Nurse Vacant Positions – Bargaining Unit
 RHA / Employment Type / Sector / Posting Type
April 1, 2015

RHA	Employment Type	Sector	External	Internal	Grand Total	
ERHA	Permanent Full-Time	Acute Care	2	34	36	
		Combined Facility		3	3	
		Community Care	1	8	9	
		Long Term Care		3	3	
	Permanent Full-Time Total			3	48	51
	Permanent Part-Time	Acute Care	3	12	15	
		Community Care		2	2	
		Long Term Care		1	1	
	Permanent Part-Time Total			3	15	18
	Temporary Full-Time	Acute Care	10	77	87	
		Combined Facility		2	2	
		Community Care		4	4	
		Long Term Care	10	7	17	
		Multiple		1	1	
	Temporary Full-Time Total			20	91	111
	Temporary Part-Time	Acute Care	4	19	23	
		Community Care	1	1	2	
		Long Term Care	1	3	4	
	Temporary Part-Time Total			6	23	29
	Casual	Acute Care	77		77	
		Combined Facility	13		13	
		Community Care	16	1	17	
		Long Term Care	20		20	
Casual Total			126	1	127	
ERHA Total			158	178	336	
CRHA	Permanent Full-Time	Acute Care	15	2	17	
		Combined Facility	1		1	
	Permanent Full-Time Total			16	2	18
	Permanent Part-Time	Acute Care	3	1	4	
		Combined Facility	1		1	
	Permanent Part-Time Total			4	1	5
	Temporary Full-Time	Acute Care	8	5	13	
		Combined Facility	9	2	11	
		Community Care	2		2	
		Long Term Care		2	2	
	Temporary Full-Time Total			19	9	28
	Casual	Acute Care	27		27	
Combined Facility		10		10		
Community Care		6	3	9		
Casual Total			43	3	46	
CRHA Total			82	15	97	
WRHA	Permanent Full-Time	Acute Care		2	2	
		Combined Facility	3	1	4	
		Long Term Care	1		1	
	Permanent Full-Time Total			4	3	7
	Permanent Part-Time	Long Term Care		1	1	
	Permanent Part-Time Total				1	1
	Temporary Full-Time	Acute Care	9	21	30	
		Long Term Care	2	2	4	
		Multiple	1		1	
	Temporary Full-Time Total			12	23	35
Temporary Part-Time	Acute Care		1	1		

Health Workforce Vacant Position Report

RHA	Employment Type	Sector	External	Internal	Grand Total
	Temporary Part-Time Total			1	1
	Casual	Acute Care	0		0
		Combined Facility	3		3
		Long Term Care	0		0
		Multiple	1		1
	Casual Total		4		4
WRHA Total			20	28	48
LGRHA	Permanent Full-Time	Acute Care	7		7
		Community Care	3		3
	Permanent Full-Time Total		10		10
	Temporary Full-Time	Community Care	1		1
	Temporary Full-Time Total		1		1
	Casual	Acute Care	7		7
		Community Care	6		6
	Casual Total		13		13
LGRHA Total			24		24
Grand Total			284	221	505

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Employment Type / Sector / Posting Type
October 1, 2015

RHA	Employment Type	Sector	External	Internal	Grand Total	
ERHA	Permanent Full-Time	Acute Care	4	21	25	
		Community Care		1	1	
		Long Term Care	3	2	5	
	Permanent Full-Time Total			7	24	31
	Permanent Part-Time	Acute Care	1	11	12	
	Permanent Part-Time Total			1	11	12
	Temporary Full-Time	Acute Care	13	18	31	
		Combined Facility		1	1	
		Community Care	2	2	4	
		Long Term Care	10	7	17	
	Temporary Full-Time Total			25	28	53
	Temporary Part-Time	Acute Care	2	8	10	
		Combined Facility		1	1	
		Community Care		2	2	
		Long Term Care		1	1	
	Temporary Part-Time Total			2	12	14
	Casual	Acute Care	55		55	
		Combined Facility	10		10	
		Community Care	10		10	
		Long Term Care	17		17	
Casual Total			92		92	
ERHA Total			127	75	202	
CRHA	Permanent Full-Time	Acute Care	14	2	16	
		Combined Facility	3		3	
		Community Care	2		2	
	Permanent Full-Time Total			19	2	21
	Permanent Part-Time	Acute Care	1		1	
		Community Care		1	1	
	Permanent Part-Time Total			1	1	2
	Temporary Full-Time	Acute Care	4	4	8	
		Combined Facility	8		8	
		Community Care	1	2	3	
	Temporary Full-Time Total			13	6	19
	Casual	Acute Care	25		25	
		Combined Facility	10		10	
Community Care		3		3		
Casual Total			38		38	
CRHA Total			71	9	80	
WRHA	Permanent Full-Time	Acute Care	3	2	5	
		Community Care		1	1	
	Permanent Full-Time Total			3	3	6
	Temporary Full-Time	Acute Care	2	1	3	
		Community Care	2	1	3	
	Temporary Full-Time Total			4	2	6
	Temporary Part-Time	Acute Care		3	3	
	Temporary Part-Time Total				3	3
	Casual	Acute Care	3	6	9	
Casual Total			3	6	9	
WRHA Total			10	14	24	

Health Workforce Vacant Position Report

RHA	Employment Type	Sector	External	Internal	Grand Total
LGRHA	Permanent Full-Time	Acute Care	7		7
		Community Care	3		3
	Permanent Full-Time Total		10		10
	Temporary Full-Time	Community Care	1		1
	Temporary Full-Time Total		1		1
	Casual	Acute Care	7		7
		Community Care	6		6
Casual Total		13		13	
LGRHA Total			24		24
Grand Total			232	98	330

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Employment Type / Facility / Posting Type
October 1, 2014

RHA	Employment Type	Job Location	External	Internal	Grand Total	
ERHA	Permanent Full-Time	Bonavista Peninsula CHC		1	1	
		Clarenville GB Cross Hospital		2	2	
		Community Health	1		1	
		Harbour Grace HCS Office		1	1	
		Health Science Centre	1	4	5	
		Hoyles-Escasoni Complex		2	2	
		Lethbridge HCS Office		1	1	
		Miller Center		1	1	
		Mount Pearl Square		2	2	
		Other	1		1	
		St. Clare's		4	4	
		St. Lawrence US Memorial Health Centre		1	1	
		St. Mary's HCS Office		1	1	
		Waterford		2	2	
	Permanent Full-Time Total			3	22	25
	Permanent Part-Time	Building 532			1	1
		Burin Peninsula Health Centre			2	2
		Clarenville GB Cross Hospital	1	2	3	
		Coish Place		1	1	
		Dr. A. O'Mahoney Manor		1	1	
		Health Science Centre		3	3	
		Hoyles-Escasoni Complex		1	1	
		Masonic		1	1	
		St. Patrick's Mercy Home	1		1	
	Waterford		1	1		
	Permanent Part-Time Total			2	13	15
	Temporary Full-Time	Bell Island		1	2	3
		Bonavista Peninsula CHC		2	1	3
		Carbonear General Hospital	1	7	8	
		Center for Nursing Studies		1	1	
		Charles Bell Building Kenmount Road		1	1	
		Cordage Place		1	1	
		Golden Heights Manor		1	1	
		Grand Bank Blue Crest Nursing Home	1	1	2	
		Grand Bank Health Centre	1		1	
		Harbour Lodge Nursing Home	1		1	
		Health Science Centre		12	12	
		Hoyles-Escasoni Complex		1	1	
		Janeway		2	2	
		Majors Path		1	1	
		Other	1	2	3	
		Placentia Health Care Centre		1	1	
		St. Clare's		7	7	
		St. Lawrence US Memorial Health Centre		1	1	
		St. Patrick's Mercy Home	8		8	
		Waterford		5	5	
		Whitbourne HCS Office		1	1	
Temporary Full-Time Total			16	48	64	
Temporary Part-Time	Community Health St. John's			2	2	
	Health Science Centre			3	3	
	Hoyles-Escasoni Complex			1	1	

Health Workforce Vacant Position Report

RHA	Employment Type	Job Location	External	Internal	Grand Total	
		Mount Pearl Square		1	1	
		St. Clare's		2	2	
		Waterford		1	1	
	Temporary Part-Time Total				10	10
	Casual	Agnes Pratt Home	1		1	
		Bell Island	1		1	
		Bonavista H&CS Office Chapel Hill	1		1	
		Burin Peninsula Health Centre	3		3	
		Carbonear General Hospital	6		6	
		Clarenville GB Cross Hospital	3		3	
		Coish Place	1		1	
		Community Health St. John's	3		3	
		Golden Heights Manor	2		2	
		Grand Bank Blue Crest Nursing Home	1		1	
		Grand Bank Health Centre	1		1	
		Harbour Grace HCS Office	1		1	
		Harbour Lodge Nursing Home	1		1	
		Health Science Centre	8		8	
		Hoyles-Escasoni Complex	1		1	
		Janeway	2		2	
		Marystown H&CS Building	1		1	
		Marystown HCS Building	1		1	
		Miller Center	2		2	
		Pentecostal Senior Citizens Home	1		1	
		St. Clare's	3		3	
		St. Patrick's Mercy Home	2		2	
		The S.A. Glenbrook Lodge, St. John's	1		1	
	Waterford	2		2		
	Casual Total			49		49
	ERHA Total			70	93	163
CRHA	Permanent Full-Time	Brookfield Bonnews Health Centre	1		1	
		Central Newfoundland Regional Health Center		13	13	
		Doctor Hugh Twomey Health Center	1		1	
		James Paton Memorial Hospital	12	6	18	
	Permanent Full-Time Total			14	19	33
	Permanent Part-Time	Brookfield Bonnews Health Centre		1	1	
		Central Newfoundland Regional Health Center		1	1	
		James Paton Memorial Hospital	1		1	
		Lewisporte Community Health Centre	1		1	
	Permanent Part-Time Total			2	2	4
	Temporary Full-Time	A.M.Guy Memorial Health Centre	1		1	
		Bay d'Espoir Community Health Center	1	1	2	
		Bell Place	1		1	
		Central Newfoundland Regional Health Center	4	7	11	
		Green Bay Health Center	1		1	
		James Paton Memorial Hospital	5	1	6	
		Lakeside Homes	1		1	
		Notre Dame Bay Memorial Health Center	1	1	2	
	Temporary Full-Time Total			15	10	25
	Temporary Part-Time	Grand Falls Windsor Community Health Centre			1	1
		James Paton Memorial Hospital	1		1	
	Temporary Part-Time Total			1	1	2
	Casual	Baie Verte Peninsula Health Center	1		1	
Bell Place			1	1		
Central Newfoundland Regional Health Center		3		3		

Health Workforce Vacant Position Report

RHA	Employment Type	Job Location	External	Internal	Grand Total	
		Doctor Hugh Twomey Health Center	2		2	
		Grand Falls Windsor Community Health Centre		1	1	
		Green Bay Health Center	3		3	
		James Paton Memorial Hospital	5		5	
		North Haven Manor		3	3	
		Notre Dame Bay Memorial Health Center	1		1	
		Regional Office	1		1	
Casual Total			16	5	21	
CRHA Total			48	37	85	
WRHA	Permanent Full-Time	Bay St. George Long Term Care Centre		1	1	
		Calder Health Care Centre	1		1	
		Corner Brook Long Term Care Home		1	1	
		Population Health		1	1	
		Western Memorial Regional Hospital		4	4	
	Permanent Full-Time Total			1	7	8
	Permanent Part-Time	Western Memorial Regional Hospital		1	1	
	Permanent Part-Time Total				1	1
	Temporary Full-Time	Calder Health Care Centre			1	1
		Dr. Charles L. LeGrow Health Centre			1	1
		Population Health			1	1
		Western Memorial Regional Hospital			8	8
	Temporary Full-Time Total				11	11
	Temporary Part-Time	Population Health			3	3
		Western Memorial Regional Hospital			2	2
Temporary Part-Time Total				5	5	
Casual	Sir Thomas Roddick Hospital		1		1	
Casual Total			1		1	
WRHA Total			2	24	26	
LGRHA	Permanent Full-Time	Black Tickle - Community Clinic	1		1	
		Cartwright - Community Clinic	1		1	
		Goose Bay - Labrador Health Centre	20	1	21	
		Labrador City - CWJM Hospital	7		7	
		Makkovik - Community Clinic	2		2	
		Nain - Community Clinic	1		1	
		North West River / Sheshatshui - Clinic	1		1	
		St. Anthony - CSCM Hospital	1		1	
	Permanent Full-Time Total			34	1	35
	Temporary Full-Time	Labrador City - CWJM Hospital		1		1
		Makkovik - Community Clinic		2		2
		North West River / Sheshatshui - Clinic			1	1
		Port Hope Simpson - Community Clinic		1		1
	Temporary Full-Time Total			4	1	5
	Temporary Part-Time	Churchill Falls - Community Clinic		2		2
	Temporary Part-Time Total			2		2
	Casual	Goose Bay - Labrador Health Centre		2	1	3
Labrador City - CWJM Hospital			5		5	
St. Anthony - CSCM Hospital			5		5	
Various Locations			3		3	
Casual Total			15	1	16	
LGRHA Total			55	3	58	
Grand Total			175	157	332	

Registered Nurse Vacant Positions – Bargaining Unit
 RHA / Employment Type / Facility / Posting Type
April 1, 2015

RHA	Employment Type	Job Location	External	Internal	Grand Total	
ERHA	Permanent Full-Time	Building 532		1	1	
		Burin Peninsula Health Centre	1		1	
		Carbonear General Hospital		2	2	
		Clarenville GB Cross Hospital		1	1	
		Coish Place	1		1	
		Community Health St. John's		1	1	
		Health Science Centre		15	15	
		Hr. Grace Adult Addictions Treatment Cent		4	4	
		Janeway		8	8	
		Majors Path		2	2	
		Miller Center		3	3	
		Saint Luke's Homes		1	1	
		St. Clare's	1	5	6	
		St. John's Long-Term Care Facility		1	1	
		St. Patrick's Mercy Home		1	1	
	Waterford		3	3		
	Permanent Full-Time Total			3	48	51
	Permanent Part-Time	Burin Peninsula Health Centre	1		1	
		Health Science Centre	1	5	6	
		Janeway		1	1	
		Majors Path		2	2	
		Placentia Health Care Centre	1		1	
		St. Clare's		3	3	
		St. John's Long-Term Care Facility		1	1	
	Waterford		3	3		
	Permanent Part-Time Total			3	15	18
	Temporary Full-Time	Building 532			1	1
		Burin Peninsula Health Centre			2	2
		Carbonear General Hospital			2	2
		Center for Nursing Studies			1	1
		Clarenville GB Cross Hospital	1			1
		Golden Heights Manor	1	1		2
		Harbour Lodge Nursing Home	4			4
		Health Science Centre	6	40		46
		Janeway		5		5
		Majors Path		1		1
		Miller Center		2		2
		Mount Pearl Square		1		1
		NCTRF	1			1
		St. Clare's	1	14		15
		St. John's Long-Term Care Facility	3	4		7
		St. Lawrence US Memorial Health Centre		1		1
		St. Mary's HCS Office		1		1
		St. Patrick's Mercy Home		2		2
		The S.A. Glenbrook Lodge, St. John's	2			2
		Waterford	1	13		14
	Temporary Full-Time Total			20	91	111
Temporary Part-Time	Bonavista H&CS Office Chapel Hill	1			1	
	Burin Peninsula Health Centre			1	1	
	Carbonear General Hospital	1			1	
	Dr. A. O'Mahoney Manor	1			1	

Health Workforce Vacant Position Report

RHA	Employment Type	Job Location	External	Internal	Grand Total	
		Health Science Centre	2	8	10	
		Janeway		6	6	
		Masonic		1	1	
		Mount Pearl Square		1	1	
		Saint Luke's Homes		1	1	
		St. Clare's		2	2	
		St. John's Long-Term Care Facility		1	1	
		Waterford	1	2	3	
	Temporary Part-Time Total			6	23	29
	Casual	Agnes Pratt Home	2		2	
		Bell Island	1		1	
		Bonavista H&CS Office Chapel Hill	1		1	
		Bonavista Peninsula CHC	1		1	
		Burin Peninsula Health Centre	2		2	
		Carbonear General Hospital	11		11	
		Clarenville GB Cross Hospital	2		2	
		Coish Place	1		1	
		Community Health St. John's	11		11	
		Dr. A. O'Mahoney Manor	2		2	
		Dr. A.A.Wilkinson Memorial Health Centre	2		2	
		Golden Heights Manor	1		1	
		Grand Bank Blue Crest Nursing Home	1		1	
		Grand Bank Health Centre	1		1	
		Harbour Grace HCS Office	1		1	
		Harbour Lodge Nursing Home	2		2	
		Health Science Centre	26		26	
		Janeway	9		9	
		Majors Path		1	1	
		Marystown H&CS Building	2		2	
Miller Center		13		13		
Pentecostal Senior Citizens Home		1		1		
St. Clare's		10		10		
St. John's Long-Term Care Facility	2		2			
St. Lawrence US Memorial Health Centre	1		1			
St. Patrick's Mercy Home	6		6			
The S.A. Glenbrook Lodge, St. John's	3		3			
Waterford	11		11			
Casual Total			126	1	127	
ERHA Total			158	178	336	
CRHA	Permanent Full-Time	A.M.Guy Memorial Health Centre	1		1	
		Central Newfoundland Regional Health Center	11	1	12	
		James Paton Memorial Regional Health Cen	4	1	5	
	Permanent Full-Time Total			16	2	18
	Permanent Part-Time	Central Newfoundland Regional Health Center	3		3	
		Green Bay Health Center	1		1	
		James Paton Memorial Regional Health Cen		1	1	
	Permanent Part-Time Total			4	1	5
	Temporary Full-Time	A.M.Guy Memorial Health Centre	1		1	
		Brookfield Bonnews Health Centre	1		1	
		Carmelite House		2	2	
		Central Newfoundland Regional Health Center	1	2	3	
		Green Bay Health Center	4		4	
		James Paton Memorial Regional Health Cen	7	3	10	
Lewisporte Community Health Centre			2	2		
New World Island Clinic		1		1		

Health Workforce Vacant Position Report

RHA	Employment Type	Job Location	External	Internal	Grand Total
		Notre Dame Bay Memorial Health Center	3		3
		St. Albans Clinic	1		1
	Temporary Full-Time Total		19	9	28
	Casual	A.M.Guy Memorial Health Centre	1		1
		Bell Place Community Health Centre Gander	3	3	6
		Brookfield Bonnews Health Centre	2		2
		Central Newfoundland Regional Health Center	14		14
		Grand Falls Windsor Community Health Centre	3		3
		Green Bay Health Center	2		2
		James Paton Memorial Regional Health Cen	14		14
		North Haven Manor	3		3
	Casual Total	43	3	46	
CRHA Total			82	15	97
WRHA	Permanent Full-Time	Calder Health Care Centre	1		1
		Corner Brook Long Term Care Home	1		1
		Dr. Charles L. LeGrow Health Centre		1	1
		Rufus Guincharde Health Centre	2		2
		Western Memorial Regional Hospital		2	2
	Permanent Full-Time Total		4	3	7
	Permanent Part-Time	Corner Brook Long Term Care Home		1	1
	Permanent Part-Time Total			1	1
	Temporary Full-Time	Bay St. George Long Term Care Centre	2		2
		Calder Health Care Centre	1		1
		Corner Brook Long Term Care Home		2	2
		Jeffrey's Clinic	1		1
		Sir Thomas Roddick Hospital	8		8
	Temporary Full-Time Total	12	23	35	
	Temporary Part-Time	Sir Thomas Roddick Hospital		1	1
	Temporary Part-Time Total			1	1
	Casual	Bay St. George Long Term Care Centre	0		0
		Bonne Bay Health Centre	1		1
Jeffrey's Clinic		1		1	
Rufus Guincharde Health Centre		2		2	
Sir Thomas Roddick Hospital		0		0	
Casual Total	4		4		
WRHA Total			20	28	48
LGRHA	Permanent Full-Time	Black Tickle - Community Clinic	1		1
		Goose Bay - Labrador Health Centre	2		2
		Labrador City - Labrador West Health Cen	1		1
		Nain - Community Clinic	1		1
		North West River / Sheshatshui - Clinic	1		1
		St. Anthony - CSCM Hospital	4		4
	Permanent Full-Time Total		10		10
	Temporary Full-Time	Mary's Harbour - Community Clinic	1		1
	Temporary Full-Time Total		1		1
	Casual	Goose Bay - Labrador Health Centre	2		2
Labrador City - CWJM Hospital		2		2	
St. Anthony - CSCM Hospital		3		3	
Various Locations		6		6	
Casual Total	13		13		
LGRHA Total			24		24
Grand Total			284	221	505

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Employment Type / Facility / Posting Type
October 1, 2015

RHA	Employment Type	Job Location	External	Internal	Grand Total		
ERHA	Permanent Full-Time	Bonavista Peninsula Health Centre	2		2		
		Building 532		1	1		
		Burin Peninsula Health Centre	1		1		
		Carbonear General Hospital		5	5		
		Clarenville GB Cross Hospital		1	1		
		Dr. H. Bliss Murphy Cancer Care Centre		1	1		
		Golden Heights Manor	1		1		
		Harbour Lodge Nursing Home	2		2		
		Health Science Centre		9	9		
		Saint Luke's Homes		1	1		
		St. Clare's		4	4		
		St. John's Long Term Care Facility		1	1		
		Waterford	1	1	2		
	Permanent Full-Time Total			7	24	31	
	Permanent Part-Time	Health Science Centre			8	8	
		Janeway			2	2	
		Waterford	1	1	2		
	Permanent Part-Time Total			1	11	12	
	Temporary Full-Time	Agnes Pratt Home	1		1		
		Bell Island	1		1		
		Burin Peninsula Health Centre		1	1		
		Carbonear General Hospital	2		2		
		Charles Bell Building Kenmount Road		1	1		
		Clarenville GB Cross Hospital		1	1		
		Cordage Place	1		1		
		Glenbrook Lodge	3		3		
		Golden Heights Manor	2		2		
		Grand Bank Health Centre	1		1		
		Harbour Lodge Nursing Home	1		1		
		Health Science Centre		8	8		
		Hr. Grace Adult Additions Treatment Cent	1		1		
		Janeway		3	3		
		Miller Center		1	1		
		Rabbittown Community Centre		1	1		
		Saint Luke's Homes	2		2		
		St. Clare's		3	3		
		St. John's Long Term Care Facility		6	6		
		St. Lawrence US Memorial Health Centre	1		1		
		St. Patrick's Mercy Home	1	1	2		
		Waterford	8	2	10		
		Temporary Full-Time Total			25	28	53
		Temporary Part-Time	Clarenville GB Cross Hospital			1	1
			Cordage Place			1	1
			Health Science Centre	2	1	3	
			Janeway		2	2	
	Majors Path			1	1		
	Miller Center			1	1		
St. Clare's			2	2			
St. John's Long Term Care Facility		1	1				

Health Workforce Vacant Position Report

RHA	Employment Type	Job Location	External	Internal	Grand Total
		Waterford		2	2
	Temporary Part-Time Total		2	12	14
	Casual	Bell Island	4		4
		Bell Island - Bennet St.	1		1
		Bonavista Peninsula Health Centre	4		4
		Building 532	1		1
		Burin Peninsula Health Centre	2		2
		Carbonear General Hospital	9		9
		Clarenville GB Cross Hospital	4		4
		Community Health St. John's	6		6
		Dr. A. O'Mahoney Manor	2		2
		Dr. A.A.Wilkinson Memorial Health Centre	1		1
		Glenbrook Lodge	3		3
		Golden Heights Manor	1		1
		Harbour Lodge Nursing Home	2		2
		Health Science Centre	12		12
		Hr. Grace Adult Additions Treatment Cent	1		1
		Janeway	11		11
		Marystown H&CS Building	1		1
		Miller Center	10		10
		Pentecostal Senior Citizens Home	2		2
		Rabbittown Community Centre	1		1
		St. Clare's	3		3
		St. John's Long Term Care Facility	4		4
		St. Patrick's Mercy Home	3		3
		Waterford	4		4
	Casual Total		92		92
ERHA Total			127	75	202
CRHA	Permanent Full-Time	Belleoram Community Health Centre	1		1
		Brookfield Bonnews Health Centre	2		2
		Central NL Regional Health Centre	4	2	6
		Green Bay Health Center	2		2
		James Paton Memorial Regional Health Cen	10		10
	Permanent Full-Time Total		19	2	21
	Permanent Part-Time	Central NL Regional Health Centre	1		1
		Grand Falls Windsor Comm Health Centre		1	1
	Permanent Part-Time Total		1	1	2
	Temporary Full-Time	A.M.Guy Memorial Health Centre	1		1
		Brookfield Bonnews Health Centre	2		2
		Central NL Regional Health Centre		2	2
		Grand Falls Windsor Comm Health Centre	1	1	2
		Green Bay Health Center	2		2
		James Paton Memorial Regional Health Cen	4	2	6
		Lewisporte Community Health Centre		1	1
		Notre Dame Bay Memorial Health Center	3		3
	Temporary Full-Time Total		13	6	19
	Casual	A.M.Guy Memorial Health Centre	1		1
		Baie Verte Peninsula Health Center	1		1
		Bell Place Comm Health Centre Gander	2		2
		Central NL Regional Health Centre	18		18
		Doctor Hugh Twomey Health Center	2		2
		Green Bay Health Center	2		2
		James Paton Memorial Regional Health Cen	7		7
		North Haven Manor	3		3
		Notre Dame Bay Memorial Health Center	1		1

Health Workforce Vacant Position Report

RHA	Employment Type	Job Location	External	Internal	Grand Total	
		Regional Office	1		1	
	Casual Total		38		38	
CRHA Total			71	9	80	
WRHA	Permanent Full-Time	Calder Health Care Centre	1		1	
		Population Health		1	1	
		Rufus Guinchard Health Centre	1		1	
		Sir Thomas Roddick Hospital	1		1	
		Western Memorial Regional Hospital		2	2	
	Permanent Full-Time Total			3	3	6
	Temporary Full-Time	Bonne Bay Health Centre	1		1	
		Population Health	2	1	3	
		Sir Thomas Roddick Hospital	1	1	2	
	Temporary Full-Time Total			4	2	6
	TPTS	Corner Brook Long Term Care Home			1	1
		Sir Thomas Roddick Hospital			2	2
	TPTS Total				3	3
	Casual	Bonne Bay Health Centre	1		1	
		Sir Thomas Roddick Hospital	1	6	7	
Western Memorial Regional Hospital		1		1		
Casual Total			3	6	9	
WRHA Total			10	14	24	
LGRHA	Permanent Full-Time	Black Tickle - Community Clinic	1		1	
		Goose Bay - Labrador Health Centre	2		2	
		Labrador City - Labrador West Health Cen	1		1	
		Nain - Community Clinic	1		1	
		North West River / Sheshatshui - Clinic	1		1	
		St. Anthony - CSCM Hospital	4		4	
	Permanent Full-Time Total			10		10
	Temporary Full-Time	Mary's Harbour - Community Clinic	1		1	
	Temporary Full-Time Total			1		1
	Casual	Goose Bay - Labrador Health Centre	2		2	
		Labrador City - CWJM Hospital	2		2	
		St. Anthony - CSCM Hospital	3		3	
Various Locations		6		6		
Casual Total			13		13	
LGRHA Total			24		24	
Grand Total			232	98	330	

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	October 2014	April 2015	October 2015
Eastern Health	231	175	147	119	61	10	16	7	14	45	109	70	158	127
Central Health	58	35	36	30	41	20	4	2	26	34	41	48	82	71
Western Health	3	5	4	3	9	4	4	7	2	3	2	2	20	10
Labrador-Grenfell Health	59	44	44	50	33	36	38	20	9	33	45	55	24	24
TOTAL	351	259	231	202	144	70	62	36	51	115	197	175	284	232

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	October 2014	April 2015	October 2015
Eastern Health	129	122	162	121	144	152	92	68	56	41	124	93	178	75
Central Health		4		2	11	5		2	11	16	38	37	15	9
Western Health		1										24	28	14
Labrador-Grenfell Health	2	1				1	3		2	7	13	3		
TOTAL	131	128	162	123	155	158	95	70	69	64	175	157	221	98

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	October 2014	April 2015	October 2015
Eastern Health	360	297	309	240	205	162	108	75	70	86	233	163	336	202
Central Health	58	39	36	32	52	25	4	4	37	50	79	85	97	80
Western Health	3	6	4	3	9	4	4	7	2	3	2	26	48	24
Labrador-Grenfell Health	61	45	44	50	33	37	41	20	11	40	58	58	24	24
TOTAL	482	387	393	325	299	228	157	106	120	179	372	332	505	330

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Vacancy Reason / External Recruitment Postings
October 1, 2014

RHA	Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
ERHA	Temporary Relief	55	79%
	Internal Transfer	4	6%
	Maternity Leave	3	4%
	New Position	3	4%
	Resignation	2	3%
	Other	2	3%
	Retirement	1	1%
ERHA Total		70	100%
CRHA	Internal Transfer	15	31%
	Temporary Relief	14	29%
	Maternity Leave	8	17%
	Leave of Absence	4	8%
	New Position	3	6%
	Resignation	3	6%
	Sick Leave	1	2%
CRHA Total		48	100%
WRHA	Resignation	1	50%
	Temporary Relief	1	50%
WRHA Total		2	100%
LGRHA	New Position	21	38%
	Temporary Relief	13	24%
	Resignation	10	18%
	Internal Transfer	5	9%
	Maternity Leave	3	5%
	Other	2	4%
	Retirement	1	2%
LGRHA Total		55	100%
Grand Total		175	

Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
Temporary Relief	83	47%
New Position	27	15%
Internal Transfer	24	14%
Resignation	16	9%
Maternity Leave	14	8%
Leave of Absence	4	2%
Other	4	2%
Retirement	2	1%
Sick Leave	1	1%
Grand Total	175	100%

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Vacancy Reason / External Recruitment Postings
April 1, 2015

RHA	Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
ERHA	Temporary Relief	129	82%
	Internal Transfer	12	8%
	New Position	11	7%
	Resignation	3	2%
	Maternity Leave	2	1%
	Retirement	1	1%
ERHA Total		158	100%
CRHA	Temporary Relief	42	51%
	New Position	14	17%
	Internal Transfer	12	15%
	Retirement	5	6%
	Sick Leave	4	5%
	Maternity Leave	3	4%
	Resignation	1	1%
	Leave of Absence	1	1%
CRHA Total		82	100%
WRHA	Temporary Relief	12	60%
	Internal Transfer	4	20%
	Maternity Leave	2	10%
	Resignation	1	5%
	New Position	1	5%
WRHA Total		20	100%
LGRHA	Temporary Relief	7	29%
	Resignation	7	29%
	New Position	6	25%
	Internal Transfer	3	13%
	Sick Leave	1	4%
LGRHA Total		24	100%
Grand Total		284	

Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
Temporary Relief	190	67%
New Position	32	11%
Internal Transfer	31	11%
Resignation	12	4%
Maternity Leave	7	2%
Retirement	6	2%
Sick Leave	5	2%
Leave of Absence	1	0%
Grand Total	284	100%

Registered Nurse Vacant Positions – Bargaining Unit
RHA / Vacancy Reason / External Recruitment Postings
October 1, 2015

RHA	Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
ERHA	Temporary Relief	98	77%
	New Position	12	9%
	Internal Transfer	9	7%
	Maternity Leave	5	4%
	Resignation	1	1%
	Dismissal	1	1%
	Workers Compensation	1	1%
	ERHA Total		127
CRHA	Temporary Relief	38	54%
	Internal Transfer	16	23%
	New Position	6	8%
	Retirement	4	6%
	Sick Leave	3	4%
	Maternity Leave	2	3%
	Resignation	2	3%
CRHA Total		71	100%
WRHA	Internal Transfer	4	40%
	Maternity Leave	2	20%
	Temporary Relief	3	30%
	Resignation	1	10%
WRHA Total		10	100%
LGRHA	Resignation	7	29%
	Temporary Relief	7	29%
	New Position	6	25%
	Internal Transfer	3	13%
	Sick Leave	1	4%
LGRHA Total		24	100%
Grand Total		232	

Vacancy Reason	External Recruitment Postings	Percentage of Vacancies
Temporary Relief	146	63%
Internal Transfer	32	14%
New Position	24	10%
Resignation	11	5%
Maternity Leave	9	4%
Retirement	4	2%
Sick Leave	4	2%
Dismissal	1	0%
Worker's Compensation	1	0%
Grand Total	232	100%

Annex B: Tables – Health Occupation External Recruitment Postings

External Recruitment Postings
Occupation / RHA / Employment Type / Recruitment
October 1, 2014

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 Occupations	Audiologist		2		2	4	75%	0%	25%	0%	0%	173
	Behaviour Management Specialist				1	1	0%	0%	100%	0%	0%	205
	Cardiology Technologist		2			2	50%	0%	50%	0%	0%	120
	Child Management Specialist	1		2		3	33%	0%	67%	0%	0%	42
	Clinical Psychologist	8	1	1	1	11	64%	18%	18%	0%	0%	354
	Combined LX Technologist	3	1	1		5	100%	0%	0%	0%	0%	551
	Electroneurophysiology Technologist	2				2	100%	0%	0%	0%	0%	454
	Licensed Practical Nurse	61	55	4	19	139	26%	3%	20%	1%	50%	169
	Manager	15	6	4	9	34	65%	6%	24%	0%	6%	171
	Medical Flight Specialist	2				2	100%	0%	0%	0%	0%	1547
	Medical Laboratory Technologist	11	4		4	19	32%	0%	21%	0%	47%	83
	Medical Radiation Technologist	3	1		1	5	40%	0%	60%	0%	0%	197
	Occupational Therapist	3	3	2	1	9	22%	11%	33%	22%	11%	113
	Orthopaedic Technologist	2				2	100%	0%	0%	0%	0%	185
	Other (Primary)	2	1			3	100%	0%	0%	0%	0%	121
	Pharmacist	2	1	1	1	5	20%	0%	80%	0%	0%	77
	Physiotherapist	4	5	3	4	16	31%	0%	50%	13%	6%	145
	Prosthetist-Orthotist	1				1	100%	0%	0%	0%	0%	77
	Radiation Therapist	1				1	0%	0%	0%	100%	0%	152
	Recreation/Development Specialist	1	2			3	67%	0%	33%	0%	0%	263
Respiratory Therapist		1		1	2	50%	0%	0%	0%	50%	176	
Social Worker	5	1	1	9	16	50%	0%	25%	13%	13%	88	
Speech Language Pathologist			1		1	100%	0%	0%	0%	0%	12	
Primary Occupations Total		127	86	20	53	286	40%	3%	24%	3%	30%	181
Ancillary Occupations - Clinical	Medical Laboratory Assistant	3	2	2	1	8	25%	0%	0%	13%	63%	85
	Other (Ancillary Clinical)	1		2	3	6	17%	0%	33%	0%	50%	131
	Occupational Therapy Support Worker		1			1	0%	0%	0%	0%	100%	335
	Paramedic	23	7		3	33	9%	0%	3%	0%	88%	92
	Personal Care Attendant	60	31	2	14	107	3%	2%	11%	7%	78%	143
	Pharmacy Technician	1	2	1		4	0%	0%	0%	0%	100%	43
	Physiotherapy Support Worker	3	2	1	1	7	29%	14%	14%	0%	43%	119

Health Workforce Vacant Position Report

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	
	Recreation Therapy Worker	3		2	1	6	0%	33%	0%	33%	33%	86
	Child & Youth Care Worker	5	2	1		8	25%	0%	13%	0%	63%	273
Ancillary Occupations - Clinical Total		99	47	11	23	180	7%	3%	9%	6%	75%	131
Ancillary Occupations - Support	Administration	25	14	4	10	53	25%	9%	11%	4%	51%	95
	Dietary	8	5		2	15	7%	13%	0%	20%	60%	173
	Facilities	20	9		13	42	48%	2%	14%	0%	36%	267
	Housekeeping	26	19	1	1	47	0%	0%	0%	0%	100%	70
	Information Systems			1		1	100%	0%	0%	0%	0%	13
	Laundry	6				6	0%	0%	0%	0%	100%	66
	Materials	4	2	2	2	10	0%	0%	10%	0%	90%	81
Records	1			1	2	0%	50%	50%	0%	0%	119	
Ancillary Occupations - Support Total		90	49	8	29	176	20%	5%	8%	3%	64%	139
Grand Total		316	182	39	105	642	25%	4%	16%	4%	52%	155
Employment Type	Permanent Full-Time	16%	28%	36%	44%	25%						
	Permanent Part-Time	3%	3%	5%	5%	4%						
	Temporary Full-Time	20%	10%	23%	10%	16%						
	Temporary Part-Time	3%	6%	8%	1%	4%						
	Casual and Temporary Call-In	58%	53%	28%	41%	52%						
Average of Vacancy Days		160	175	76	149	155						

External Recruitment Postings
Occupation / RHA / Employment Type / Recruitment
April 1, 2015

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 Occupations	Audiologist		2			2	50%	0%	50%	0%	0%	117
	Behaviour Management Specialist	1		1		2	50%	0%	50%	0%	0%	82
	Cardiology Technologist	1		1		2	0%	0%	50%	0%	50%	46
	Child Management Specialist	1				1	0%	0%	100%	0%	0%	43
	Clinical Psychologist	11	2		1	14	50%	21%	29%	0%	0%	356
	Combined LX Technologist	1	1	3	1	6	50%	0%	17%	0%	33%	301
	Dietitian/Nutritionist	1				1	0%	0%	100%	0%	0%	41
	Electroneurophysiology Technologist	2				2	100%	0%	0%	0%	0%	636
	Licensed Practical Nurse	70	34	1	1	106	6%	3%	35%	6%	51%	205
	Manager	20	1	2	1	24	58%	8%	29%	4%	0%	167
	Medical flight specialist	2				2	100%	0%	0%	0%	0%	1729
	Medical Laboratory Technologist	15	8	1	2	26	27%	0%	19%	0%	54%	119
	Medical Radiation Technologist	2	1	2	1	6	0%	0%	67%	0%	33%	71
	Nuclear Medicine Technologist		1			1	0%	0%	100%	0%	0%	29
	Occupational Therapist	3		3	3	9	56%	11%	33%	0%	0%	191
	Orthopaedic Technologist	1				1	100%	0%	0%	0%	0%	258
	Other (Primary)	3				3	0%	33%	33%	0%	33%	157
	Pharmacist	2	2			4	50%	0%	50%	0%	0%	100
	Physiotherapist	2				2	50%	0%	0%	0%	50%	186
	Recreation/Development Specialist	4				4	0%	0%	0%	0%	100%	86
Social Worker	3	4		2	9	56%	0%	44%	0%	0%	55	
Speech Language Pathologist			2		2	50%	0%	50%	0%	0%	14	
Primary Occupations Total		145	56	16	12	229	25%	4%	33%	3%	34%	199
Ancillary Occupations - Clinical	Medical Laboratory Assistant	7	5	1		13	0%	0%	0%	0%	100%	100
	Other (Ancillary Clinical)	7	1			8	13%	0%	0%	0%	88%	60
	Occupational Therapy Support Worker	2				2	0%	0%	0%	0%	100%	5
	Paramedic	2	3	1	3	9	11%	0%	0%	0%	89%	206
	Personal Care Attendant	186	55	2	12	255	1%	2%	4%	2%	91%	100
	Pharmacy Technician			1		1	0%	0%	0%	0%	100%	229
	Physiotherapy Support Worker	6	2			8	13%	13%	0%	0%	75%	142
	Prosthetist-Orthotist Technician	2				2	0%	0%	100%	0%	0%	42

Health Workforce Vacant Position Report

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	
	Recreation Therapy Worker	2				2	0%	0%	0%	0%	100%	220
	Child & Youth Care Worker	8	6	1		15	13%	0%	0%	0%	87%	130
Ancillary Occupations - Clinical Total		222	72	6	15	315	2%	2%	4%	2%	90%	104
Ancillary Occupations - Support	Administration	42	14	6	7	69	12%	1%	6%	1%	80%	88
	Biomedical Engineering	2		1		3	33%	0%	0%	0%	67%	41
	Dietary	15	8			23	0%	0%	4%	9%	87%	140
	Facilities	22	6	1	10	39	49%	3%	15%	0%	33%	289
	Housekeeping	35	12	4		51	4%	6%	6%	0%	84%	87
	Laundry	15				15	0%	0%	7%	0%	93%	48
	Materials	11	1		1	13	8%	0%	8%	0%	85%	154
Records	1			1	2	50%	0%	50%	0%	0%	89	
Ancillary Occupations - Support Total		143	41	12	19	215	15%	2%	8%	1%	73%	135
Grand Total		510	169	34	46	759	13%	3%	14%	2%	69%	143
Employment Type	Permanent Full-Time	11%	14%	18%	28%	13%						
	Permanent Part-Time	3%	5%	0%	2%	3%						
	Temporary Full-Time	13%	10%	32%	17%	14%						
	Temporary Part-Time	1%	6%	0%	0%	2%						
	Casual and Temporary Call-In	72%	66%	50%	52%	69%						
Average Vacancy Days		135	138	107	292	143						

External Recruitment Postings
Occupation / RHA / Employment Type / Recruitment
October 1, 2015

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 Occupations	Behaviour Management Specialist	2		1		4	33%	0%	67%	0%	0%	84
	Cardiology Technologist	3				3	0%	0%	0%	0%	100%	117
	Child Management Specialist	1				1	0%	0%	100%	0%	0%	21
	Clinical Psychologist	8	2	1	2	13	62%	15%	23%	0%	0%	500
	Combined LX Technologist	2	1	2	1	6	50%	0%	17%	0%	33%	378
	Dietitian/Nutritionist			2		2	0%	50%	0%	50%	0%	52
	Electroneurophysiology Technologist	1				1	100%	0%	0%	0%	0%	819
	Licensed Practical Nurse	90	36	3	1	130	2%	1%	59%	5%	34%	267
	Manager	19		2	1	22	59%	9%	23%	0%	9%	155
	Medical Laboratory Technologist	11	5	2	2	20	15%	0%	35%	0%	50%	225
	Medical Radiation Technologist	4	1		1	6	17%	0%	33%	0%	50%	174
	Occupational Therapist	2	1	1	3	7	43%	14%	29%	14%	0%	321
	Orthopaedic Technologist	1				1	100%	0%	0%	0%	0%	441
	Other (Primary)	3				3	33%	33%	33%	0%	0%	221
Pharmacist			1		1	0%	0%	0%	0%	100%	100	
Social Worker	6	1	1	2	10	20%	0%	40%	0%	40%	77	
Primary Occupations Total		153	47	16	13	229	17%	3%	46%	3%	30%	253
Ancillary Occupations - Clinical	Laboratory Assistant	5				5	0%	20%	0%	0%	80%	65
	Other (Ancillary Clinical)	21		1		22	5%	0%	5%	0%	91%	97
	Paramedic	11			3	14	7%	0%	0%	0%	93%	106
	Personal Care Attendant	49	24	1	12	86	3%	8%	5%	3%	80%	249
	Pharmacy Technician	1	2			3	0%	0%	0%	0%	100%	86
	Physiotherapy Support Worker	1	1			2	0%	50%	0%	0%	50%	293
	Recreation Therapy Worker	1				1	0%	0%	0%	0%	100%	94
	Child & Youth Care Worker	3	21	1		25	0%	0%	4%	4%	92%	117
Ancillary Occupations - Clinical Total		92	48	3	15	158	3%	6%	4%	3%	85%	187
Ancillary Occupations - Support	Administration	13	3	10	7	33	12%	0%	15%	6%	67%	117
	Dietary	5	2	2		9	0%	0%	0%	0%	100%	281
	Facilities	19	2	3	10	34	47%	3%	21%	0%	29%	392
	Housekeeping	8		3		11	0%	0%	0%	9%	91%	143
	Information Systems			1		1	100%	0%	0%	0%	0%	195

Health Workforce Vacant Position Report

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	
	Laundry	3				3	0%	0%	0%	0%	100%	35
	Materials	13			1	14	0%	0%	7%	0%	93%	238
	Records	1			1	2	0%	0%	100%	0%	0%	209
	Other (Ancillary Support)	1				1	0%	0%	100%	0%	0%	48
Ancillary Occupations - Support Total		63	7	19	19	108	19%	1%	15%	3%	62%	241
Grand Total		308	102	38	47	495	13%	4%	26%	3%	55%	232
Employment Type	Permanent Full-Time	12%	7%	18%	30%	13%						
	Permanent Part-Time	4%	4%	5%	2%	4%						
	Temporary Full-Time	33%	14%	11%	17%	26%						
	Temporary Part-Time	2%	6%	5%	0%	3%						
	Casual and Temporary Call-In	49%	70%	61%	51%	55%						
Average Vacancy Days		213	237	143	464	232						

External Recruitment Postings
Occupation / Time Series

Occupation Category	Occupation	Number of External Recruitment Postings																					
		2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		Average	
		Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct		
Primary Occupations	Audiologist	2	2	2	5	7	4	4	3	3	3	2	2	0	3	1	0	3	4	2	0	3	
	Behaviour Management Specialist	0	0	2	4	2	4	0	0	3	9	3	6	2	2	1	2	1	1	2	3	2	
	Cardiology Technologist	0	0	0	1	1	1	2	0	0	1	3	1	2	3	1	2	2	2	2	3	1	
	Child Management Specialist	0	0	0	0	1	0	0	0	0	2	0	0	0	3	1	2	3	3	1	1	1	
	Clinical Psychologist	8	4	3	5	4	4	4	6	11	10	9	12	13	13	13	8	7	11	14	13	9	
	Combined LX Technologist	0	0	1	4	0	3	2	4	5	5	4	4	5	3	3	2	5	5	6	6	3	
	Dietitian	2	0	2	0	0	3	3	2	0	0	1	5	3	2	4	0	0	0	1	2	2	
	Electroneurophysiology Technologist	0	0	0	2	0	1	2	1	1	0	0	0	1	0	1	4	3	2	2	1	1	
	Licensed Practical Nurse	39	36	15	34	14	66	21	54	8	26	39	16	1	13	59	88	125	139	106	130	51	
	Manager	7	10	19	22	18	26	38	41	32	27	24	21	12	18	20	27	64	34	24	22	25	
	Medical Flight Specialist	0	0	0	0	1	0	2	0	0	12	12	11	12	0	5	2	3	2	2	0	3	
	Medical Laboratory Technologist	8	0	5	6	8	23	9	20	9	6	27	18	10	16	22	14	29	19	26	20	15	
	Medical Radiation Technologist	7	3	3	5	20	7	7	10	4	13	12	13	7	10	12	3	9	5	6	6	8	
	Nuclear Medicine Technologist	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	
	Occupational Therapist	0	1	3	2	8	10	5	8	4	0	6	1	9	1	4	1	9	9	9	7	5	
	Orthopaedic Technologist	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	2	1	1	0	
	Other Occupations	0	0	0	0	0	1	2	1	1	1	2	0	0	0	0	1	3	3	3	3	1	
	Pharmacist	11	9	8	6	3	11	6	4	3	6	1	0	6	2	0	1	2	5	4	1	4	
	Physiotherapist	1	3	2	0	2	10	8	10	4	0	3	3	2	3	4	3	12	16	2	0	4	
	Prosthetist-Orthotist	0	0	0	0	1	1	1	1	1	1	2	1	0	0	0	0	1	1	0	0	1	
Radiation Therapist	0	1	0	1	0	1	2	2	0	0	0	0	1	0	0	0	0	1	0	0	0		
Recreation/Development Specialist	5	0	1	2	3	1	3	1	3	0	1	0	3	1	2	0	2	3	4	0	2		
Respiratory Therapist	3	0	0	2	1	0	0	1	1	1	0	2	1	2	2	2	1	2	0	0	1		
Social Worker	2	6	15	40	78	8	21	8	6	5	4	9	6	4	14	7	9	16	9	10	14		
Speech Language Pathologist	3	1	2	3	7	5	1	1	1	0	1	2	1	0	3	1	2	1	2	0	2		
Primary Occupations Total	99	76	84	145	179	192	143	178	100	126	156	127	97	96	171	169	298	286	229	229	159		
Ancillary Occupations - Clinical	Combined LX Technician	0	0	0	0	0	0	0	0	1	1	1	0	0	0	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	0	0	0	0	
	Dental Technician	1	1	0	0	0	0	0	0	3	0	0	1	0	0	0	0	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	8	13	5	7	
	Medical Laboratory Technician	0	0	0	0	0	1	0	0	0	0	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	1	2	0	1	
	Other Occupations (Clinical)	3	3	5	6	2	10	3	4	6	1	5	7	5	1	7	4	1	6	8	22	5	
	Paramedic	0	2	1	2	13	5	2	8	1	4	1	25	19	5	5	5	12	33	9	14	8	
	Personal Care Attendant	5	1	4	53	6	34	119	38	10	11	18	30	1	17	140	56	177	107	255	86	58	
	Pharmacy Technician	0	1	5	0	0	1	0	3	3	0	0	1	0	1	5	1	3	4	1	3	2	
	Physiotherapy Assistant	0	0	1	0	6	2	0	1	1	0	1	0	0	1	4	0	2	7	8	2	2	
	Psychology Assistant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
	Prosthetist-Orthotist Technician	0	0	0	2	2	0	3	2	2	2	2	2	2	1	2	0	1	0	2	0	1	
Recreation Therapy Worker	0	1	4	1	0	1	1	0	4	1	2	0	4	3	6	2	5	6	2	1	2		

Health Workforce Vacant Position Report

Occupation Category	Occupation	Number of External Recruitment Postings																				
		2006		2007		2008		2009		2010		2011		2012		2013		2014		2015		Average
		Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct	Apr	Oct			
	Child & Youth Care Worker	0	0	0	0	20	3	0	0	3	0	2	15	0	0	0	40	15	8	15	25	7
Ancillary Occupations -Clinical Total		11	9	20	80	76	74	136	60	41	25	34	96	31	34	173	114	231	180	315	158	95
Ancillary Occupations - Support	Administration	13	12	21	13	220	67	34	24	36	14	20	10	20	18	60	22	99	53	69	33	43
	Biomedical Engineering	1	1	0	2	0	1	2	3	0	0	0	0	1	2	0	1	5	0	3	0	1
	Dietary	30	1	17	17	18	9	8	8	11	6	20	11	3	5	55	14	42	15	23	9	16
	Facilities/Skilled Trades	13	2	11	10	3	18	20	21	7	8	19	19	23	25	37	37	43	42	39	34	22
	Housekeeping	12	2	7	5	14	7	8	9	3	2	12	6	6	6	33	23	97	47	51	11	18
	Information systems	1	2	1	2	2	7	4	3	3	6	1	4	2	5	1	2	5	1	0	1	3
	Laundry	0	0	0	0	0	1	0	1	2	0	4	1	0	0	14	10	14	6	15	3	4
	Materials	5	1	4	2	15	18	6	9	9	2	8	4	3	0	25	8	24	10	13	14	9
	Other Occupations (System)	5	6	10	9	1	6	0	2	0	2	1	4	6	2	5	0	0	0	0	1	3
Records	3	0	0	0	0	1	1	0	1	0	0	1	0	0	0	0	3	2	2	2	1	
Ancillary Occupations - Support Total		83	27	71	60	273	135	83	80	72	40	85	60	64	63	230	117	332	176	215	108	119
Grand Total		193	112	175	285	528	401	362	318	213	191	275	283	192	193	574	400	861	642	759	495	366

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
October 1, 2014

Reason for Vacancy	Occupation	Number	Reason for Vacancy	Occupation	Number	
Temporary Relief	Licensed Practical Nurse	70		Medical Laboratory Technologist	3	
	Personal Care Attendant	63		Occupational Therapist	2	
	Housekeeping	30		Physiotherapy Support Worker	2	
	Paramedic	28		Recreation/Development Specialist	2	
	Administration	24		Behaviour Management Specialist	1	
	Facilities	11		Cardiology Technologist	1	
	Medical Laboratory Technologist	9		Child Management Specialist	1	
	Dietary	8		Combined LX Technologist	1	
	Materials	8		Information Systems	1	
	Laundry	5		Medical Laboratory Assistant	1	
	Medical Laboratory Assistant	3		Materials	1	
	Pharmacy Technician	3		Medical Radiation Technologist	1	
	Medical Radiation Technologist	2		Other (Ancillary Clinical)	1	
	Recreation Therapy Worker	2		Pharmacist	1	
	Social Worker	2		Pharmacy Technician	1	
	Child & Youth Care Worker	2		Speech Language Pathologist	1	
	Occupational Therapist	1		Internal Transfer Total	75	
	Other (Ancillary Clinical)	1		Resignation	Facilities	10
	Occupational Therapy Support Worker	1			Administration	9
	Physiotherapist	1			Manager	9
Physiotherapy Support Worker	1		Social Worker	6		
Respiratory Therapist	1		Personal Care Attendant	5		
Temporary Relief Total	276		Audiologist	4		
New Position	Licensed Practical Nurse	43		Physiotherapist	3	
	Personal Care Attendant	31		Child Management Specialist	2	
	Housekeeping	17		Clinical Psychologist	2	
	Facilities	15		Combined LX Technologist	2	
	Manager	9		Electroneurophysiology Technologist	2	
	Child & Youth Care Worker	4		Medical Laboratory Assistant	2	
	Administration	3		Licensed Practical Nurse	2	
	Medical Laboratory Assistant	2		Medical Laboratory Technologist	2	
	Medical Flight Specialist	2		Other (Primary)	2	
	Occupational Therapist	2		Paramedic	2	
	Other (Ancillary Clinical)	2		Recreation Therapy Worker	2	
	Physiotherapy Support Worker	2		Dietary	1	
	Clinical Psychologist	1		Medical Radiation Technologist	1	
	Laundry	1		Occupational Therapist	1	
	Medical Radiation Technologist	1		Other (Ancillary Clinical)	1	
	Paramedic	1		Orthopaedic Technologist	1	
	Pharmacist	1		Prosthetist-Orthotist	1	
	Physiotherapist	1		Physiotherapy Support Worker	1	
	Records	1		Radiation Therapist	1	
	Recreation/Development Specialist	1		Child & Youth Care Worker	1	
Respiratory Therapist	1		Resignation Total	75		
New Position Total	141		Sick Leave	Licensed Practical Nurse	13	
Internal Transfer	Administration	10		Physiotherapist	2	
	Manager	9		Clinical Psychologist	1	
	Dietary	6		Facilities	1	
	Personal Care Attendant	6		Manager	1	
	Social Worker	6		Medical Laboratory Technologist	1	
	Clinical Psychologist	5		Physiotherapy Support Worker	1	
	Licensed Practical Nurse	5		Social Worker	1	
	Physiotherapist	4		Sick Leave Total	21	
	Facilities	3		Other Reasons	54	
			Grand Total	642		

External Recruitment Postings
Top 5 Reasons for Vacancy by Occupation
April 1, 2015

Reason for Vacancy	Occupation	Number	Reason for Vacancy	Occupation	Number	
Temporary Relief	Personal Care Attendant	205		Physiotherapy Support Worker	2	
	Licensed Practical Nurse	70		Materials	1	
	Administration	47		Medical Radiation Technologist	1	
	Housekeeping	35		Other (Ancillary Clinical)	1	
	Medical Laboratory Technologist	14		Personal Care Attendant	1	
	Dietary	13		Pharmacist	1	
	Medical Laboratory Assistant	13		Pharmacy Technician	1	
	Materials	11		Physiotherapist	1	
	Child & Youth Care Worker	11		Child & Youth Care Worker	1	
	Other (Ancillary Clinical)	7		Speech Language Pathologist	1	
	Facilities	6		Internal Transfer Total	66	
	Paramedic	6		Resignation	Facilities	12
	Physiotherapy Support Worker	6			Manager	6
	Medical Radiation Technologist	3			Medical Laboratory Technologist	3
	Occupational Therapy Support Worker	2			Clinical Psychologist	3
	Recreation/Development Specialist	2			Audiologist	2
	Recreation Therapy Worker	1			Dietary	2
	Cardiology Technologist	1			Personal Care Attendant	2
					Social Worker	2
		Occupational Therapist	2			
		Administration	2			
		Electroneurophysiology Technologist	2			
		Behaviour Management Specialist	1			
		Orthopaedic Technologist	1			
		Paramedic	1			
		Physiotherapist	1			
		Licensed Practical Nurse	1			
		Housekeeping	1			
		Combined LX Technologist	1			
		Child & Youth Care Worker	1			
		Biomedical Engineering	1			
Temporary Relief Total		453	Resignation Total	47		
New Position	Personal Care Attendant	36		Maternity Leave	Licensed Practical Nurse	5
	Licensed Practical Nurse	16		Occupational Therapist	3	
	Laundry	14		Manager	2	
	Facilities	9		Medical Laboratory Technologist	2	
	Dietary	6		Medical Radiation Technologist	2	
	Housekeeping	5		Social Worker	2	
	Manager	4		Administration	2	
	Occupational Therapist	4		Clinical Psychologist	2	
	Medical Flight Specialist	2		Behaviour Management Specialist	1	
	Prosthetist-Orthotist Technician	2		Dietitian/Nutritionist	1	
	Child & Youth Care Worker	2		Other (Primary)	1	
	Biomedical Engineering	2		Records	1	
	Recreation/Development Specialist	2		Combined LX Technologist	1	
	Administration	2		Speech Language Pathologist	1	
	Clinical Psychologist	2		Maternity Leave Total	26	
Materials	1	Other Reasons	55			
Other (Primary)	1	Grand Total	759			
Pharmacist	1					
Recreation Therapy Worker	1					
New Position Total		112				
Internal Transfer	Administration	11				
	Housekeeping	10				
	Facilities	7				
	Licensed Practical Nurse	7				
	Medical Laboratory Technologist	5				
	Social Worker	5				
	Manager	3				
	Clinical Psychologist	3				
	Dietary	2				
	Paramedic	2				

External Recruitment Postings
Top 5 Reasons for Vacancy by Occupation
October 1, 2015

Reason for Vacancy	Occupation	Number	Reason for Vacancy	Occupation	Number	
Temporary Relief	Licensed Practical Nurse	96		Clinical Psychologist	4	
	Personal Care Attendant	67		Manager	3	
	Child & Youth Care Worker	23		Occupational Therapist	3	
	Other (Ancillary Clinical)	20		Personal Care Attendant	3	
	Administration	16		Licensed Practical Nurse	2	
	Materials	13		Behaviour Management Specialist	1	
	Paramedic	11		Dietitian/Nutritionist	1	
	Medical Laboratory Technologist	10		Electroneurophysiology Technologist	1	
	Dietary	9		Housekeeping	1	
	Housekeeping	9		Medical Laboratory Assistant	1	
	Facilities	7		Medical Laboratory Technologist	1	
	Medical Laboratory Assistant	4		Other (Ancillary Clinical)	1	
	Social Worker	4		Orthopaedic Technologist	1	
	Cardiology Technologist	3		Paramedic	1	
	Laundry	3		Social Worker	1	
	Medical Radiation Technologist	3		Resignation Total	35	
	Pharmacy Technician	3		New Position	Licensed Practical Nurse	11
	Manager	2			Personal Care Attendant	6
	Pharmacist	1			Facilities	3
	Physiotherapy Support Worker	1			Occupational Therapist	2
Recreation Therapy Worker	1		Administration	1		
Temporary Relief Total	306		Clinical Psychologist	1		
Internal Transfer	Licensed Practical Nurse	11		Manager	1	
	Administration	9		Other (Primary)	1	
	Manager	7		Records	1	
	Personal Care Attendant	7		Other (Ancillary Support)	1	
	Facilities	6	New Position Total	28		
	Medical Laboratory Technologist	5	Maternity Leave	Licensed Practical Nurse	5	
	Clinical Psychologist	3		Medical Laboratory Technologist	4	
	Behaviour Management Specialist	2		Administration	2	
	Paramedic	2		Social Worker	2	
	Social Worker	2		Child Management Specialist	1	
	Combined LX Technologist	1		Clinical Psychologist	1	
	Housekeeping	1		Combined LX Technologist	1	
	Information Systems	1		Manager	1	
	Materials	1		Medical Radiation Technologist	1	
	Occupational Therapist	1		Occupational Therapist	1	
	Physiotherapy Support Worker	1		Records	1	
	Internal Transfer Total	60	Maternity Leave Total	20		
Resignation	Facilities	10	Other Reasons	46		
			Grand Total	495		