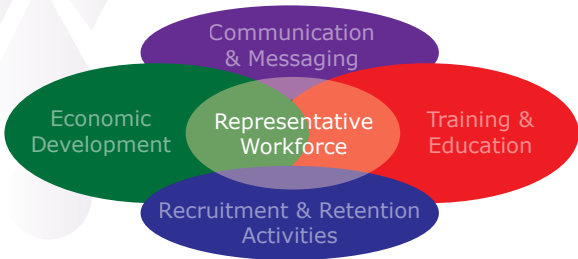


Representative Workforce



In 1995, Saskatoon Health Region was the first region to sign a Representative Workforce Partnership Agreement with First Nations and Metis Relations, Province of Saskatchewan (FNMR). Later in 2005, the Representative Workforce Partnership Agreement was re-signed with FNMR, and expanded its partners to include seventeen affiliates and the three unions within the Saskatoon Health Region. The key aim of this partnership is to collaboratively build a Representative Workforce in the Saskatoon Health Region. The three unions in SHR - Service Employees International Union (SEIU), Saskatchewan Union of Nurses (SUN) and Health Sciences Association of Saskatchewan (HSAS) have documented their commitment in each of their Collective Agreements.

Representative Workforce (RW) created and implements a strategy based on the four interconnected themes of:

- Communications and Messaging
- Education and Training
- Recruitment and Retention
- Economic Development.

continued...

Incorporated into the four themes of the Representative Workforce Strategy, is the underlying principle of collaborative partnerships.

The Representative Workforce strategy and its initiatives are in alignment with the Saskatoon Health Region's Corporate Strategic Plan 2007 – 2010 aim to increase the Representative Workforce from 2.7% to 4% by 2010.

Representative Workforce Advisory Committee on Aboriginal Initiatives

The Committee was established to provide advice from an operational and organizational perspective on issues and initiatives related to a Representative Workforce in Saskatoon Health Region. The Committee acts as the eyes, ears and voices from within the diverse areas of the region. The 12 member Committee consists of six representatives from the Management group and a total of six representatives from the three Unions (two members from each, Service Employees International Union (SEIU), Saskatchewan Union of Nurses (SUN), and Health Sciences Association of Saskatchewan (HSAS)).



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