



Memo

To: Operational Leadership Team

Cc: Senior Leadership Team

From: Maura Davies, President and Chief Executive Officer

Date: April 28, 2010

Re: Eliminated Out-of-Scope Positions

As part of Saskatoon Health Region's plan to streamline operations and balance its budget, additional out-of-scope (OOS) positions were eliminated during the week of April 19, 2010. Twenty positions were eliminated out of 650 OOS positions.

Some of these positions were vacant or temporary positions and in some cases, individuals have returned to previous positions or were offered new opportunities within the Region. Currently, 12 individuals are no longer with the Region.

The following outlines the affected positions:

Position	Department/Program	Care Group	Portfolio
Director		Access Management Services	Acute Care
Director and Professional Leader		Therapeutic Recreation Therapy	Interprofessional Practice/Chief Nursing Officer
Director (role realigned)		Information Technology Services	Clinical and Operations Support
Director	Internal Audit	Internal Audit	Finance and Administration
Regional Manager (Vacant)	Home Care Services (Saskatoon)	Home Care/CPAS/Administration	Community Services
Manager	Surgical Scheduling	Surgery Services	Acute Care
Manager	Transitional Care Unit	General Medicine	Acute Care
Manager (Vacant)	Pediatrics, Strategic Planning and Policy Development	Maternal and Children's Health Services	Acute Care
Manager		Therapeutic Recreation Parkridge Centre	Interprofessional Practice/Chief Nursing Officer
Manager		Materials Management	Clinical and Operations Support
Manager		Food and Nutrition Services Humboldt District Hospital	Clinical and Operations Support
Manager	Community Mental Health	Rural Health Services	Community Services

Position	Department/Program	Care Group	Portfolio
Manager (2) (Temporary Positions)	Switchboard	Health Information Services	Clinical and Operations Support
Manager		Volunteer Services	People Strategies
Coordinator		Continuing Care and Seniors Health	Community Services
Senior Internal Auditor	Internal Audit	Internal Audit	Finance and Administration
Consultant	Revenue Generation	Finance	Finance and Administration
Client Representative (Temporary Position)		Quality Services	Interprofessional Practice/Chief Nursing Officer
Assistant Manager		Facilities and Engineering Services	Clinical and Operations Support
Administrative Assistant (Vacant)			Saskatoon Regional Health Authority

The decision to eliminate each position came after careful thought and consideration. Leaders considered whether a service or area could operationally manage without a particular position, what other staff and supports were available to assist in the operation of that service or area, and whether there was a limited effect on front-line services.

These changes are in addition to the position reductions in People Strategies in February 2010. People Strategies – Saskatoon Health Region’s human resources portfolio - realigned its services in anticipation of possible reorganization and budget pressures. Twenty-one out-of-scope positions were eliminated within People Strategies along with the Corporate and Public Affairs department, which has now become part of the People Strategies portfolio.

Saskatoon Health Region has also sent letters to unions advising that there may be layoffs or other changes for in-scope staff as well. We will strive to minimize layoffs and will work with our union colleagues to lessen the impact on staff.

The Health Region is committed to the SUN-Government Partnership agreement. We will be working to sustain the number of nursing positions, 200 of which were added over the past two years, while ensuring that we meet our operational needs by moving these resources where they are most needed.

We are committed to live within our means, create a balanced budget and streamline our operations, while living our values of respect, compassion, excellence, collaboration and stewardship. We are focusing our energy and resources to ensure the right people are providing the right service at the right time.

Change, especially when it involves people we work with and care about, can bring anxiety and fear. This process is not easy. Careful consideration and visionary thinking are needed to transform the health care system in our Region and in Saskatchewan.

We will do our best to keep you informed and involved as the planning process moves forward. We will present our budget to the Saskatoon Regional Health Authority for approval at the end of May 2010. Additional information about the 2010-2011 budget is available on the InfoNet at <http://infonet.sktshr.ca/budget/index.htm>.

Thank you for your leadership, understanding and patience.

Healthiest people ~ Healthiest communities ~ Exceptional service