

HSAS - Position Optimization as at August 22 2013 YTD

Table 1 - Number of Requests Received for Review and Disposition - Year to date	
Number of Requests Reviewed	189
Approved - All	136
Approved with savings - see Table 3	55
Denied with request to resubmit	4

Table 2 - Reasons Identified for Approvals - Year to date	
Will filling this position save money	5
Evidence that without filling that the area will run overtime in order to meet service and volumes	24
Has position already been held and has an associated savings to the organization as a result	5
Will not filling this position impact our ability to meet our hoshins	5
Is this a hard to recruit - miss an opportunity to hire students or new grads for the position	21
Not filling the position may impact patient safety	41
Not filling the position may impact staff safety	1
Evidence suggests that we have the appropriate provider in the role	67
Evidence the manager has done or is considering different approaches to historical staffing	9
Approved - Submitted Prior to New Process	15

Table 3 - Approved with Savings

Site/Dept	Position	Position Type	Reasons for Savings	Cost Implications/ Savings
CHILD & YOUTH SERVICES - MENTAL HEALTH & ADDICTIONS SERVICES	MASTERS SOCIAL WORK	PFT	Fill position alternative way	\$9,684
CHILD & YOUTH SERVICES - MENTAL HEALTH & ADDICTIONS SERVICES	PSYCHOLOGIST MAS	TFT	Not fill for period	\$7,300
CHRONIC DISEASE -EXERCISE - RUH	EXERCISE CONDITIONING THERAPIST	CASUAL	Fill position alternative way	\$15,624
CHRONIC DISEASE MANAGEMENT - RURAL	DIETITIAN	TFT	Fill position without posting	\$12,000
CLIENT FAMILY EXPERIENCE & SAFETY	PATIENT SAFETY SPECIALIST	TFT	Not fill for period	\$15,781
COMMUNITY ADDICTION SERVICES	ADDICTNS CNSLR DIP	CASUAL	Fill this position/line without posting (i.e. with return to work or casual pool at straight time, etc)	\$24,695
EMS ADMIN	EMTA COORDINATOR	PART-TIME	Process form with noted changes	\$13,744
FIRST NATIONS & METIS HEALTH SERVICE	2 - HEALTH EDUCATORS	PFT	Not fill for period	\$10,000
GERIATRIC EVALUATION MANAGEMENT (GEM)	PHYSICAL THERAPIST	PPT	Not fill for period	\$5,933
HEALTHY FAMILIES	PSYCHOLOGIST MAS	FULL-TIME	Process form with noted changes	\$25,733
HEALTHY FAMILIES	PSYCHOLOGIST MAS	PART-TIME	Process form with noted changes	\$16,271
HEALTHY FAMILIES - IC	EARLY CHILDHOOD PSYCHOLOGIST	PFT	Fill position alternative way	\$16,271
HEALTHY FAMILIES - IC	EARLY CHILDHOOD PSYCHOLOGIST	TFT	Not fill for period	\$25,733
HEALTHY FAMILIES - IC	SPEECH LANGUAGE PATHOLOGIST	CASUAL	Fill position alternative way	\$14,000
HOME CARE CASE MANAGEMENT	ASSESS/COORD DEG	FULL-TIME	Process form with noted changes	\$23,040
INFECTION CONTROL - RURAL - LTC & ACUTE	INFECTION CONTROL PRACTITIONER	PFT	Fill position alternative way	\$1,800
INFECTION CONTROL - RURAL - LTC & ACUTE	INFECTION CONTROL PRACTITIONER	PFT	Fill position alternative way	\$60,000
INTERPROFESSIONAL PRACTICE - PC	SENIOR SOCIAL WORKER	PPT	Not fill for period	\$5,500
INTERPROFESSIONAL PRACTICE - PHYSICAL THERAPY - RUH	PHYSICAL THERAPIST	TFT	Fill position alternative way	\$17,489
INTERPROFESSIONAL PRACTICE - SPEECH LANGUAGE PATHOLOGY - RUH	SPEECH LANGUAGE PATHOLOGIST	TFT	Fill position alternative way	\$5,600

Table 3 - Approved with Savings

Site/Dept	Position	Position Type	Reasons for Savings	Cost Implications/ Savings
INTERPROFESSIONAL PRACTICE -THERAPIES -SPH	DIETITIAN	TFT	Fill position without posting	\$14,925
MENTAL HEALTH - CHILD AND YOUTH SERVICES	PSYCHOLOGIST PHD	FULL-TIME	Process form with noted changes	\$16,087
MENTAL HEALTH - YOUTH RESOURCES	REC THERAPIST DIP SE	FULL-TIME	Process form with noted changes	\$3,526
MENTAL HEALTH - YOUTH RESOURCES	ADDICTNS CNSLR DIP S	PART-TIME	Process form with noted changes	\$8,046
MENTAL HEALTH & ADDICTIONS SERVICES	OCCUPATIONAL THERAPIST SENIOR	TFT	Not fill at all	\$75,524
MENTAL HEALTH & ADDICTIONS SERVICES	MENTAL HEALTH THERAPIST	CASUAL	Not fill for period	\$3,098
MENTAL HEALTH AND ADDICTIONS SERVICES - STURDY STONE	ADDICTIONS COUNSELLOR - DIPLOMA	TFT	Fill position alternative way	\$4,692
MENTAL HEALTH AND ADDICTIONS SERVICES - ADULT COMMUNITY SERVICES - NAW	PSYCHOLOGIST	PPT	Not fill for period	\$7,954
MENTAL HEALTH AND ADDICTIONS SERVICES - ADULT COMMUNITY SERVICES - NAW	SOCIAL WORKER, MSW (posting as MSW instead of MSW Senior)	TPT	Other saving	\$14,000
MENTAL HEALTH AND ADDICTIONS SERVICES - DUBE CENTRE - RUH	SOCIAL WORKER (Filling with a BSW and not a MSW)	TPT	Not fill for period	\$16,650
MENTAL HEALTH AND ADDICTIONS SERVICES - THERAPEUTIC RECREATIONAL PROGRAM - CHILDREN'S SERVICES TEAM	SOCIAL WORKER	TPT	savings to date holding the posting to fill assuming a June 1 start date	\$9,800
MHAS DUBE CENTRE	OCCUP THERAP DEG	FULL-TIME	Fill this position/line without posting (i.e. with return to work or casual pool at straight time, etc)	\$5,400
OCCUPATIONAL THERAPY	OCCUP THERAP DEG	FULL-TIME	Process form with noted changes	\$9,950
PHARMACEUTICAL SERVICES - RUH	PHARMACIST	CASUAL	Fill position without posting	\$11,654
PHARMACEUTICAL SERVICES - RUH	PHARMACIST	CASUAL	Fill position without posting	\$17,920
PHARMACEUTICAL SERVICES - RUH	SENIOR PHARMACIST	TFT	Not fill at all	\$32,500
PHYSICAL THERAPY - COMMUNITY SERVICES - IC	PHYSICAL THERAPIST	TPT	Other saving	\$11,000
PHYSICAL THERAPY - GERIATRIC EVALUATION & MANAGEMENT - SCH	SENIOR PHYSICAL THERAPIST	PFT	Not fill for period	\$7,120
PHYSIOTHERAPY	PHYS THERAP DEG	FULL-TIME	Process form with noted changes	\$3,500
PHYSIOTHERAPY	PHYS THERAP DEG	PART-TIME	Process form with noted changes	\$4,300

Table 3 - Approved with Savings

Site/Dept	Position	Position Type	Reasons for Savings	Cost Implications/ Savings
POPULATION & PUBLIC HEALTH - HEALTH PROMOTION	COMMUNITY DIETITIAN	Unknown	Not fill for period	\$24,470
POPULATION & PUBLIC HEALTH - HEALTH PROMOTION	HEALTH EDUCATOR - IN-MOTION CONSULTANT	PFT	Not fill for period	\$1,851
POPULATION & PUBLIC HEALTH - HEALTH PROMOTION	POPULATION HEALTH PROMOTION PRACTITIONER	PFT	Not fill for period	\$15,616
POPULATION & PUBLIC HEALTH - HEALTH PROMOTION	POPULATION HEALTH PROMOTION NUTRITIONIST	TPT	Not fill at all	\$12,395
POPULATION & PUBLIC HEALTH - HEALTH PROMOTION	SENIOR PUBLIC HEALTH NUTRITIONIST	PFT	Not fill for period	\$13,125
POPULATION & PUBLIC HEALTH - HEALTHY FAMILIES	SPEECH LANGUAGE PATHOLOGIST	TFT	Fill position alternative way	\$6,000
PRC NURSING SERVICES - PC	PSYCHOLOGIST - PHD	TFT	Other saving	\$17,299
PRIMARY HEALTH	COMMUNITY FACILITATOR	TFT	Not fill for period	\$19,502
PRIMARY HEALTH - INTERPROFESSIONAL SCHOOLS PROGRAM - SPH	SOCIAL WORKER	TFT	Other saving	\$30,400
REHABILITATION - SCH	SOCIAL WORKER MSA	TFT	Other saving	\$25,904
REHABILITATION - SCH	Transfer to OOS / Not fill her PFT Psychologist PHD position	TPT	Not fill at all	\$35,101
REHABILITATION & GERIATRIC SERVICES - SCH	SOCIAL WORKER MSW	PFT	Not fill for period	\$9,214
RURAL THERAPY SERVICES	PHYSICAL THERAPIST	PPT	Not fill for period	\$5,736
THERAPEUTIC RECREATION SERVICES	REC THERAPIST DIP	FULL-TIME	Not fill this position/line for a period of time	\$10,000
THERAPIES - RUH	SENIOR PHYSICAL THERAPIST	TFT	Not fill for period	\$4,721

Table 4 - Requests Approved by Position Optimization Committee - July 3, 2013 to August 21, 2013

PostingRequestType	JobName	CCName	PayrollDpt	PositionType	Total
Additional Job	ADDICTNS CNSLR DEG S	MHAS - BRIEF AND SOCIAL DETOX	2581	FULL-TIME	1
Employee Leaving Position	ADDICTNS CNSLR DIP	MHAS - METHADONE ASSISTED RECOVERY	R554	FULL-TIME	1
	DIETITIAN DEG	MENTAL HEALTH - YOUTH RESOURCES	R277	FULL-TIME	1
	OCCUP THERAP DEG	MHAS DUBE CENTRE	R585	FULL-TIME	1
	PHARMACIST DEG	PHARMACY	R440	FULL-TIME	2
	PHARMACIST DEG	Rx FILES	C441	FULL-TIME	1
	PHYS THERAP DEG	PHYSIOTHERAPY	I451	PART-TIME	1
	PHYS THERAP DEG		R450	FULL-TIME	1
	PHYS THERAP DEG	SGI REHAB CENTRE - FIT	C353	FULL-TIME	1
	PHYS THERAP DEG SEN	SGI REHAB CENTRE - FIT	C353	FULL-TIME	1
	PSYCHOLOGIST MAS	HEALTHY FAMILIES	I558	PART-TIME	1
	SOCIAL WORKER BSW	MENTAL HEALTH - MID CHILDHOOD SUPPORT	N364	FULL-TIME	1
	SOCIAL WORKER BSW	MHAS - ADULT MH COUNSELLING	N360	FULL-TIME	1
	SOCIAL WORKER BSW	SOCIAL WORK	R470	FULL-TIME	1
	SOCIAL WORKER MSW	MENTAL HEALTH - CHILD AND YOUTH SERVICES	N363	FULL-TIME	1
	SPEECH LANG PA MA	SCHOOL WELLNESS TEAM	S863	PART-TIME	2
	SPEECH LANG PA MA	SPEECH LANGUAGE	R460	FULL-TIME	1
SPEECH LANG PA MA		R461	FULL-TIME	1	
Extend A Temporary Assignment	ADDICTNS CNSLR DIP	MHAS - ADULT OUTREACH AND TARGETED PREVENTION SERVICES	J818	FULL-TIME	2
	ADDICTNS CNSLR DIP			PART-TIME	
	ADDICTNS CNSLR DIP	MHAS - CALDER CENTRE	A275	FULL-TIME	2
	ADDICTNS CNSLR DIP	MHAS - YOUTH STABILIZATION	A849	FULL-TIME	1
	ADDICTNS CNSLR DIP S	MENTAL HEALTH - YOUTH RESOURCES	R277	PART-TIME	1
	DIETITIAN MASTER	EDUCATION - FOOD & NUTRITION	R638	PART-TIME	1
	PSYCHOLOGIST PHD	MHAS - ADULT OUTREACH AND TARGETED PREVENTION SERVICES	J818	PART-TIME	1
	SOCIAL WORKER BSW	MHAS - ADULT MH COUNSELLING	N360	FULL-TIME	1
	SPEECH LANG PA MA	SPEECH LANGUAGE	R460	FULL-TIME	1
New Hire	ADDICTNS CNSLR DIP	MHAS - BRIEF AND SOCIAL DETOX	2581	CASUAL	1
	ADDICTNS CNSLR DIP	MHAS - CALDER CENTRE	A275	CASUAL	1
	ADDICTNS CNSLR DIP	COMMUNITY ADDICTION SERVICES	J276	CASUAL	1
	PHARMACIST	PHARMACY	D440	CASUAL	1
	SOCIAL WORKER BSW	SOCIAL WORK	R470	CASUAL	1
New Position	ASSESS/COORD DEG	CLIENT/PATIENT ACCESS SERVICES - COMMUNITY	S184	PART-TIME	1
	PSYCHOLOGIST PHD	MHAS - ADULT OUTREACH AND TARGETED PREVENTION SERVICES	J818	PART-TIME	1

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Other	REC THERAPIST DIP SE	MENTAL HEALTH - YOUTH RESOURCES	R277	FULL-TIME	1
Vacant Position	ADDICTNS CNSLR DIP	MENTAL HEALTH - YOUTH RESOURCES	R277	FULL-TIME	1
	ADDICTNS CNSLR DIP	MHAS - ADULT OUTREACH AND TARGETED PREVENTION SERVICES	J818	PART-TIME	1
	ADDICTNS CNSLR DEG S	MENTAL HEALTH - CHILD AND YOUTH SERVICES	N363	FULL-TIME	1
	ASSESS/COORD DEG	HOME CARE CASE MANAGEMENT	7952	FULL-TIME	1
	ASSESS/COORD DEG	CLIENT/PATIENT ACCESS SERVICES - COMMUNITY	R184	FULL-TIME	1
	EMTA COORDINATOR	EMS ADMIN	3684	PART-TIME	1
	OCCUP THERAP DEG	OCCUPATIONAL THERAPY	R455	FULL-TIME	1
	PHARMACIST DEG	PHARMACY	R440	FULL-TIME	1
	PHYS THERAP DEG	PHYSIOTHERAPY	R450	FULL-TIME	1
	PHYS THERAP DEG			PART-TIME	1
	PSYCHOLOGIST MAS	HEALTHY FAMILIES	I558	FULL-TIME	1
	PSYCHOLOGIST PHD	MENTAL HEALTH - CHILD AND YOUTH SERVICES	N363	FULL-TIME	1
	REC THERAPIST DIP	THERAPEUTIC RECREATION SERVICES	P485	FULL-TIME	1
	SOCIAL WORKER BSW	MENTAL HEALTH - MID CHILDHOOD SUPPORT	N364	FULL-TIME	1
	SOCIAL WORKER BSW	SCHOOL WELLNESS TEAM	S863	FULL-TIME	1
	SOCIAL WORKER MSW	SOCIAL WORK	C470	PART-TIME	1
	SPEECH LANG PA MA	SCHOOL WELLNESS TEAM	S863	PART-TIME	1
PUB HLTH INSP TRAIN	PUBLIC HEALTH - SAFE COMMUNITIES	I560	FULL-TIME	1	
Grand Total					58