

**Appendix A to Report No. 044-18  
(in follow up to questions regarding Report No. 031-18FFC)**

2017/18 Recruitment Issues Across Divisions

<b>Division</b>	<b>Team</b>	<b>Position</b>	<b>Issue</b>	<b>Implications</b>
Healthy Start	Best Beginnings	HBHC PHN	<ul style="list-style-type: none"> <li>• It takes about 2 years to become sufficiently experienced in HBHC</li> <li>• Very few experienced external candidates would leave a FT job for a temporary role</li> <li>• Turnover among temporary employees who leave contracts before completion to accept longer term contracts and we are not able to fill the remaining few months of the original contract</li> </ul>	<ul style="list-style-type: none"> <li>• A significant amount of time &amp; money is dedicated to training and then temp. employees leave</li> <li>• When temp. employees finish the assignment the employer ends up with a caseload/workload that has to be handed over/ absorbed</li> <li>• PHN on team submitted a "Professional Responsibility" Workload form to ONA/Manager</li> </ul>
Healthy Start	Early Years	PHN – lactation consultants	<ul style="list-style-type: none"> <li>• 2 PHNs are leaving the team and 4 PHNs are on leave</li> <li>• Clinics and Health Connection require coverage, and breastfeeding home visiting is being implemented within the team</li> </ul>	<ul style="list-style-type: none"> <li>• With all of the staff shortages, when there is a vacation or sick call, there are not enough resources to cover the required shifts</li> <li>• PHN on team submitted a "Professional Responsibility" Workload form to ONA/Manager</li> </ul>
Healthy Living	Child Health/Young Adult	Bilingual PHN	<ul style="list-style-type: none"> <li>• Bilingual French language skills were required to fill a temporary position</li> <li>• Two rounds of interviews were conducted and there were no qualified candidates</li> <li>• Had to reassign another PHN from YAT</li> </ul>	<ul style="list-style-type: none"> <li>• French Elementary schools did not receive service for 4 months</li> <li>• MLHU not represented at Franco-London Community Coalition Group</li> <li>• Materials not translated in French</li> <li>• Inefficiencies (e.g. rebuilding relationships, relearning new schools)</li> </ul>
EHID	IDC	PHN	<ul style="list-style-type: none"> <li>• 3 PHNs have transferred from IDC team to VPD team and 1 request for job share in the past 6 months</li> </ul>	<ul style="list-style-type: none"> <li>• Infectious diseases and outbreak follow-up is an essential service and PHNs have not been able to transfer to their new roles</li> </ul>