



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care



**PRESENTATION TO INTERIOR HEALTH BOARD
FEBRUARY 16, 2022**

KANE TSE, PRESIDENT

Outline



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- Who we are
- COVID-19 and professional shortages
- Solutions to professional shortages
- Questions

Who does HSA represent?



- 20,000 health science and community social service professionals at over 250 hospitals, long-term care homes, child development centres, and non-profits
- Prevention, diagnosis, treatment, rehabilitation
- Over 70 disciplines, including:
 - Medical Laboratory Technologist
 - Respiratory Therapist
 - Pharmacist
 - Physiotherapist
 - Radiological Technologist
 - Occupational Therapist
 - Social Worker
 - Anesthesia Assistant
 - Radiation Therapist
 - Cancer Researcher
 - Dietitian
 - Biomedical Engineering Technologist
 - Health Information Management
 - Cardiology Technologist
 - Speech Language Pathologist
 - Audiologist
 - Diagnostic Medical Sonographer
 - Nuclear Medicine Technologist
 - Psychologist
 - Social Program Officer
 - Music Therapist
 - and many more!

COVID-19 and shortages

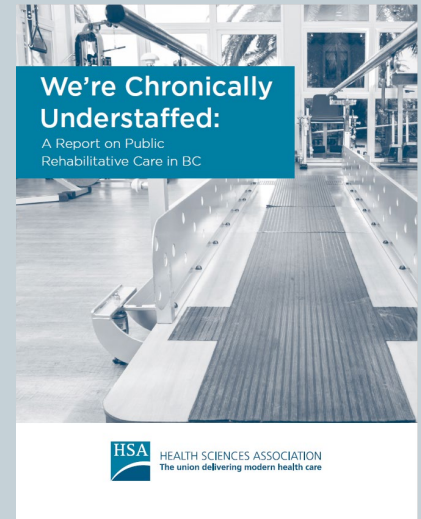


- COVID-19 has exacerbated pre-existing professional shortages among health science professions
- Mounting toll on HSA members:
 - 70% reported workload increased
 - 41% of HSA members are currently considering leaving public practice due to unmanageable workload (2021)
 - 86% reported that pandemic has had somewhat or very negative impact on mental health

COVID-19 and shortages



- Shortages vary by profession, but generally...
- Lack of post-secondary training seats, heavy workload and burnout, low wages compared to other provinces and private sector, narrowing scope of practice & deteriorating job satisfaction, lack of clinical leadership opportunities in health authorities
- For example:
 - BC has the fewest Medical Laboratory Technologists & Respiratory Therapists per capita among the provinces
 - BC has 2nd greatest number of physiotherapists per capita vs other provinces, and yet fewest in the public sector



Solutions to shortages



- **Implement targeted recruitment and retention measures**
 - Reduce workload, improve job quality via increased staffing (HAs)
 - More clinical leadership opportunities (HAs)
 - Expand post-secondary training opportunities (BC)
 - Incentives to attract new graduates and those in private practice into public practice (BC/HAs)
- **Competitive wages with other provinces and the private sector (BC)**

Thank you!



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- Questions?
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