



**Saskatchewan
First Nations and
Métis Relations**



SAHO
Saskatchewan Association of
Health Organizations



Partnership Agreement

between

Heartland Health Region and Affiliate

Unions

Saskatchewan Association of Health Organizations

and

Saskatchewan First Nations and Métis Relations

The parties to this agreement in principle recognize that Aboriginal people (First Nations, Métis and Inuit) are not represented in the public health sector in proportion to their potential labour force numbers. Therefore, the parties agree to work towards a representative workforce wherein Aboriginal people are employed in all classifications and at all levels in proportion to their representation in the working age population within the community or the provincial population.

The parties further agree that the development of such a partnership will require the establishment of a relationship involving close cooperation among the parties having individual and joint rights, responsibilities and authorities in an environment that reflects and fosters a publicly funded, publicly owned and publicly administered health sector in a manner which promotes:

- Fairness and equity
- Consistency of approach
- Mutual respect and dignity
- Open communication
- Trust

The parties agree in principle to work collectively with the Aboriginal community and employees to identify strategies on the development of the following initiatives:

1. Programs to facilitate constructive race and cultural relations.
2. Aboriginal employment, career development, retention and recruitment strategies.
3. Linkages to the Aboriginal labour force.
4. Programs to promote employment opportunities for Aboriginal people.
5. Initiatives of mutual benefit designed to meet Aboriginal needs within the community which generate an opportunity for Aboriginal employment.
6. An action plan indicating both short and long-term strategies, including strategies for:
 - Co-monitoring progress of the agreement
 - Co-evaluating results of the agreement

In terms of the implementation of this agreement, the attached “*Guidelines for a Plan of Action*” is suggested as potential partnership initiatives:

Signed this 2nd day of November, 2005

Original signed by John Reid
On behalf of First Nations and Métis Relations

Original signed by Lyle Lys
On behalf of Heartland Health Region

Original signed by Ian Holton
On behalf of Health Sciences Association of Saskatchewan

Original signed by Audrey Mescall
On behalf of S.U.N. Greenhead District Council

Original signed by Glenna Sparks
On behalf of S.U.N. Mid West District Council

Original signed by Cosette Collins
On behalf of S.U.N. Prairie West District Council

Original signed by Betty Shapka
On behalf of St. Joseph's Health Centre

Original signed by Shelly Banks
On behalf of Service Employees International Union

Original signed by Alex Taylor
On behalf of Saskatchewan Association of Health Organizations

GUIDELINES FOR A PLAN OF ACTION

Recognizing that Aboriginal people are under-represented in the publicly funded, publicly owned and publicly administered health sector, employers, unions, and SAHO are encouraged to collaborate with other stakeholder groups such as the Aboriginal community, provincial and federal government departments and education/training institutions, to develop and implement special initiatives to prepare and develop the Aboriginal workforce and facilitate the participation of Aboriginal people into health sector occupations.

Recognizing that health sector employers, unions, and SAHO have differing roles, resources and capacities, these guidelines will serve only to provide a range of suggestive actions that will be considered, prioritized and/or amended in accordance with the partner's ability to participate in the following activities.

1. Labour Relations:

- To achieve the goal of fulfilling a representative workforce, identify and inform each party's principles regarding opportunities and barriers in respective collective agreements;

2. Employer/Union/SAHO/FNMR Communications Strategy

To develop the following communications strategy which will:

- ensure employers are aware of the potential Aboriginal community workforce;
- make Aboriginal communities aware of employment opportunities in the health sector, including information about career opportunities in the health sector including qualification requirements, responsibility and duties, wages and benefits, and other conditions of employment;
- encourage and inform Aboriginal students and other Aboriginal persons about health sector career opportunities;
- provide the Aboriginal communities with information that current and potential future Aboriginal employment candidates can use for career planning and to prepare themselves with the knowledge and skills they need to successfully compete for employment in the health sector;
- encourage Aboriginal students to complete and graduate from high school and to choose the appropriate high school classes if they are to gain access to medium and high knowledge/skill health sector occupations;
- inform the Aboriginal community of Aboriginal role models, including those who are union, and to assist such role models to participate in career planning and development events;
- identify potential partners in creating opportunities for the Aboriginal potential and actual workforce;
- encourage identified partners to have representation or present information at Community activities, including Employer personnel participating in career development and planning events;
- assist health sector employers to identify, actively recruit and seek applications for job vacancies from qualified Aboriginal persons; and
- inform training institutions of current and future staff needs.

3. Career Planning:

Endeavour to develop a collaborative relationship with Aboriginal communities, provincial and federal governments, Saskatchewan education and training institutions to address training needs and career planning strategies to:

- recruit Aboriginal high school graduates and other Aboriginal persons into post secondary training programs;
- modify and/or enhance current training curricula, where feasible, to respond to specific social and cultural needs of Aboriginal persons and the general student body;
- identify those specialized remedial and social/cultural support services that Aboriginal students may require; and
- assist Aboriginal students to be successful in making the transition from the formal classroom setting to the health sector workplace.

4. Training needs Strategy/Employer/Union/SAHO/FNMR

Develop training strategies to:

- encourage health sector employers to review their personnel policies and practices to identify impediments to Aboriginal employment.
- develop strategies to implement educational and career pathing initiatives in the health sector general workforce to accept and to actively participate in the integration of Aboriginal persons into the health sector workplace;
- assist health sector employers to ensure their personnel policies and practices encourage and support Aboriginal persons to actively compete for health sector jobs;
- implement educational initiatives in the health sector general workforce to accept and to actively participate in the integration of Aboriginal persons into the health sector workplace; and
- make the health sector workplace culturally friendly to Aboriginal employees. Examples of such strategies are a) displaying Aboriginal art, b) subscribing to Aboriginal publications, or c) providing Aboriginal cultural awareness training.

5. System Capacity for Initiatives

- Development of strategies to identify the capacity for Aboriginal Representative Workforce initiatives in the health sector.
- Development of strategies to expand the capacity for Aboriginal Representative Workforce initiatives in the health sector.