



Saskatchewan  
First Nations and  
Métis Relations



SAHO  
Saskatchewan Association of  
Health Organizations



## *Partnership Agreement*

*between*

*Prairie North Regional Health Authority & Affiliate*

*and*

*Unions*

*and*

*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 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 20<sup>th</sup> day of June, 2005

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Saskatchewan First Nations and Métis Relations

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Prairie North Regional Health Authority

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Saskatchewan Association of Health Organizations

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CUPE Health Care Council

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Health Sciences Association of Saskatchewan

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Saskatchewan Union of Nurses

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Saskatchewan Union of Nurses

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Saskatchewan Union of Nurses

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Villa Pascal