

# Pillar 1

## Retain and Support



To continue to provide high quality care to Albertans now and in the future, we must protect workers and provide them with a safe, supportive, healthy, respectful, and engaging work environment. This pillar focuses on creating a balanced work environment that allows health care workers to focus on the care they provide and supports them to stay.

### Pillar Objectives

1.1

Improve support for workforce well-being and safety

1.2

Support independent physician practice

1.3

Build a more diverse, equitable, and inclusive workforce

1.4

Create environments that help retain a skilled workforce



### Actions to Date

**New workforce wellness supports:** AHS and other health care organizations are implementing a number of new workforce wellness, engagement, and safety initiatives to care for the existing workforce and keep workers engaged with a strong sense of belonging and purpose.

**Financial support for physician practices:** Government has made significant new investments to stabilize the physician workforce and support rural practices, including:

- \$20 million increase in the Business Costs Program to offset physician business costs.
- Investment in the Continuing Medical Education program that reimburses physicians for continuous professional development costs.
- \$9 million annual investment to help offset physician medical liability protection fees.

**Targeted support for emergency medical services (EMS)**

**workers:** AHS is expanding mental health resources and working to reduce barriers to accessing support for paramedics and other EMS workers.

**Diversity, equity and inclusion initiatives:** New site-based diversity, equity and inclusion committees across AHS will enable grass-roots networking, learning, and collaboration for equity deserving groups.



### Future Actions

**Enhanced AHS workforce retention initiatives:** AHS is developing dedicated health workforce retention initiatives that will identify, prioritize, and effectively implement targeted actions to retain critical health care workers.

**Expanded rural physician retention initiatives:** Government and the Alberta Medical Association will continue improving the Rural Remote Northern Program, which provides financial incentives to physicians who live and practice in underserved communities.

**Strengthened employee safety and increased diversity, equity and inclusion:** AHS will explore opportunities to increase protective services to support safe workplaces, as well as organization-wide commitments, policies, and strategies to improve diversity, equity and inclusion.