



McCrone Publications Inc.

# HEALTHbeat

December 2005  
Volume 8, Issue 9

www.mccronehealthbeat.com

Imagine living and working in a part of Canada where you have the best view of the Northern Lights in the dark months of winter and where the sun never sets during the summer. The Northwest Territories is such a land. A land of contrasts spanning over one million square kilometers of mountains, forests and tundra threaded by wild, clean rivers feeding thousands of pristine lakes.

If you are a health professional imagine as well, being able to work within your full scope of practice (indeed being expected to) almost all the time. Imagine practicing your profession in a multicultural, multilingual environment and most of all imagine the professional satisfaction you would have delivering services in Canada's north.

The North West Territories (NWT) is currently recruiting. You will find job opportunities on page two of this issue of HEALTHbeat. I talked to Dennis MacRae, Promotion and Recruitment Officer representing the Health and Social Services Department of the Government of the territory. MacRae is primarily responsible for the recruitment of physicians but our conversation was about all health professionals needed in the NWT. While the health authorities do the actual hiring of staff, Human Resources provide consultation and interviewing services for them.

There are eight health authorities in the territory. NWT is divided into these authorities for the purposes of delivering health care to the residents of territory. The divisions are both geographically and culturally based. Recruiting is taking place for positions in all eight authorities. The focus of the current recruiting drive is positions in

nursing, speech and language, family practice, pharmacy, laboratory and radiology technology, and mental health and addiction services.

During our conversation MacRae indicated that the recruitment strategies that are used are similar to most employers be they in any part of Canada. These include print and electronic advertising; career and job fairs; and the like. While the strategies themselves are similar, the initiatives are designed to highlight the benefits of providing care and living in the NWT. According to MacRae, this requires that advertising is consistent and visible and introduces working in the north as a viable, practical and beneficial option for expanding and enhancing the professional's career progression. Although the focus of recruitment is on full time employment, occasionally there are short term placements available that give southern professionals an opportunity to

experience working in NWT.

Professionals seeking to work in the more remote areas of NWT need to have at least two years of experience. While most entry level positions (new graduates) are filled by graduates of Aurora College, there are opportunities for new graduates from the south to work in a more urban setting in Yellowknife.

Aurora College contributes to the recruitment of staff in both nursing and social work. Programs are supported by the Government of the NWT and the health authorities and include the: Northern Nurse Program; Social Worker Diploma Program; Introduction to Advance (Nursing) Practice; and, Primary Nurse Practitioner Program. As well, to offer support to new professional nurse employees there is a Nurse Mentorship program. Most of these mentorships are hosted by the Stanton Territorial Health Authority because graduate nurses require consolidation of acute care knowledge and skills when first entering employment in the north. Advanced nurse mentorship has also been developed to offer experienced nurses with opportunities to enhance their competence in other areas of nursing.

Recognizing that retention of staff is one of the best recruitment strategies there are a number of initiatives implemented by the NWT to accomplish this end. These include: educational leave program; employee development program; professional development and training opportunities (with appropriate funding); and, a remissible, return of service bursary program.

Being satisfied with how you can practice and grow in your profession is a major component of retaining you as a valuable employee in the NWT. The other is the quality of life you will experience while living there. If you happen to visit a job fair where NWT is represented you may be able to talk to front line workers from the territory but short of that, there will be plenty of information about what life is like. MacRae is an enthusiast about his home and told me a bit about it. The territory is young, vibrant and culturally diverse. There are eight official languages and people from around the world call the north home with over 100 countries represented. Some communities are primarily first nations while others are a mix. If you travel as part of your professional responsibilities you will probably travel by air. If you travel for your personal satisfaction you may be warned to check highway, ferry and ice crossing information (in winter) and weather forecasts before you set out.

If you are ready to practice your profession in a way unique to the north and are ready to experience a quality lifestyle supported by good pay and vacation allowances, you are ready to find out more about the North West Territories!

For more information visit [www.hlthss.gov.nt.ca](http://www.hlthss.gov.nt.ca).



Photos by Terry Parker and Tessa Macintosh  
[www.explorenwt.com](http://www.explorenwt.com)



Northwest Territories Health and Social Services



Careers that Make a Difference

**December 2005**  
**Volume 8, Issue 9**

For more information please contact:

Advertising: Cheryl Lee  
cheryl@mccronehealthbeat.com  
Toll Free - Ph 1.800.727.0782

Publisher: Jan Henry, McCrone Publications  
mccrone@interbaun.com

Letters & Articles: Jay Sherwood  
jay@mccronehealthbeat.com

Graphic Design: Jackie Vogt  
design@mccronehealthbeat.com

Published by:

McCrone Publications  
9768 - 170 Street, #319  
Edmonton, AB T5T 5L4  
Ph: 780.413.9342 Fax: 780.413.9328  
Toll Free - Ph: 1.800.727.0782  
[www.mccronehealthbeat.com](http://www.mccronehealthbeat.com)



**Our Mission**

To provide healthcare professionals with job opportunities, continuing education, new products, resources, and editorials to help them succeed in their careers.

**Publication Policy**

HEALTHbeat is published in print and online (with a link direct to your web page) and distributed at no cost to healthcare professionals throughout Canada in hospitals, community health centres, extended care facilities, clinics and health science faculties at colleges and universities.

**Editorial Policy**

HEALTHbeat assumes no responsibility or liability for claims made for any products or services reported on or advertised in the publication.

All contents are the property of HEALTHbeat and cannot be reproduced in any form without written consent of the publisher.

Articles submissions are welcome. They should be original and signed by the author. HEALTHbeat reserves the right to edit all articles submitted.

**Subscriptions**

A new low rate of \$25/yr, please call McCrone Publications for more information. To have HEALTHbeat delivered to your facility contact McCrone Publications at the numbers listed.

Publications Mail Agreement No. 40029443  
Return Undeliverable Canadian Addresses to:  
McCrone Publications, 9768-170 Street #319  
Edmonton, AB T5T 5L4  
email: [info@mccronehealthbeat.com](mailto:info@mccronehealthbeat.com)

**Editorial:** by Jennifer (Jay) Sherwood BScN, MEd.

## Factors affecting recruitment and retention of health professionals

As a new year draws near it seems as if it is a good time to reflect on the issues and factors that are part of recruiting and retaining health professionals. HEALTHbeat's mission is quite inclusive but when all is said and done, we are a recruitment magazine, whether it is recruiting for new positions, continuing education or helping introduce professionals to new products and technology. In this space I try to keep up with current issues and the one stubborn set of issues that our advertisers face are those involved in recruitment in times of shortage. Since the most important strategy in recruitment is retention of professionals already in the workplace, I am going to focus this last editorial for 2005 on retention issues and strategies.

When the issue of shortages of particular health professionals arise, strategies to improve recruitment are often discussed. Retention strategies though take on more importance when recruiting in times of shortage. The presence of health professionals with longer tenures in a setting can make the setting more attractive to new recruits since it can demonstrate the desirability of the community for both their professional and personal lives.

Much of what has been written about retention of

health professionals pertains to rural areas. It is as though practicing in rural areas has more barriers to recruitment and subsequently retention. Registered nurses, pharmacists, radiology, and laboratory personnel and physicians are often cited as the most difficult to hire but most of the literature on rural health focuses extensively on physicians and nurses. However, the strategies that work for both recruiting and retaining physicians and nurses may work for the allied health professions as well.

In general, the strategies that are the most successful in recruitment are those that refer most to retention. "Word of mouth" through personal networking, opportunities for career advancement through education, a positive working environment, attention to employee participation in decisions related to planning and delivering services, and scheduling options were often cited in the literature (and more informally in interviews that I occasionally conduct with our advertisers) as those that enhance retention of qualified staff. Other important considerations are those that occur outside of the workplace such as community involvement and family life.

In the review of the literature contained in a study

report titled, "Retaining Pharmacists in Rural Canada", the authors state that research has focused on either tracking the migration of health professionals or on the reasons that professionals leave or choose to remain in rural communities. For example, a physician's satisfaction with and attachment to the rural community is a consistent predictor of intent to remain. The same cannot be said for nurses where it was found that job satisfaction preceded attachment to the community as a predictor of the likelihood of the nurse leaving the position. Another predictor of physician retention was relief coverage and on-call arrangements. Professional autonomy had an influence on both nurses and physical therapists as it pertained to retention but had little or no effect on physicians. Professional isolation, including lack of educational opportunities and interaction with other health professionals was mentioned by physicians, nurses and physical therapists working in rural communities as a factor that affected retention.

In discussing the findings of the pharmacist study, the authors concluded that pharmacists with 5 - 24 years in practice would likely remain in the community where they currently practiced. Communities where the working hours were good with the availability of coverage, higher earning potential, and greater opportunities were likely to retain pharmacists as were communities where there were better opportunities for family members. They were also more likely to remain in communities where they had a sense of belonging and being appreciated.

Part of the first report of the study "Building the Future: An integrated strategy for nursing human resources in Canada" focused on nursing as a career choice and the barriers and incentives that could be applied to recruitment both for students and employers. The findings from the research synthesis identified several factors that made nursing attractive. These related to: nurse mobility; income and benefits; good working conditions; and, chances for professional growth. However, these factors are overshadowed by reports from nursing managers about what it is like to work in nursing in times of shortage. They report: over-utilization of

See Editorial page 6

### Medflight Air Ambulance is accepting resumes for Flight Nurses

for its base in Yellowknife

Qualifications: **BCLS, BTLs, ACLS, PALS**

- Minimum two years EOR/ICU experience
- Must have or be able to obtain **NWTRNA** registration
- Previous flight/northern experience an asset

Please send resumes to:

Pat O'Connor

344 Old Airport Rd.

Yellowknife, NT X1A 3T4

Phone (867) 873-9099 Fax (867) 873-2093

email: [medflight@internorth.com](mailto:medflight@internorth.com)

## Put yourself in our shoes



Photo by Tessa MacIntosh

Experience that lasts a *lifetime!*

## We are recruiting health and social service professionals in Canada's North

If you are a health care professional with a desire to work where your skills and experience can truly make a difference, the Northwest Territories offers unique and rewarding opportunities!

We have full time and relief opportunities for:

- **Physicians**
- **Social Workers**
- **Physiotherapists**
- **Pharmacists**
- **Speech Language Pathologists**
- **Dental Therapists**
- **Licensed Practical Nurses**
- **Nurses:**
  - ICU/ER/OR
  - Obstetrics
  - Acute Care
  - Long-Term Care
  - Public Health
  - Community Health (Outpost Nurses)
- **Nurse Managers**
- **Nurse Practitioners**

The Government of the Northwest Territories offers competitive salaries, and all positions include a generous Northern Living Allowance and benefits package including full relocation costs.

To see current job postings, visit our website: [www.hlthss.gov.nt.ca](http://www.hlthss.gov.nt.ca)

For more information contact:

**Recruitment Officer**

**Toll free: 1-877-241-9357**

**Fax (867) 873-0634**

**E-mail: [hlthss\\_recruitment@gov.nt.ca](mailto:hlthss_recruitment@gov.nt.ca)**



# HEALTHbeat Stress Relief

Dr. David Rainham, M.D.  
Author, Speaker, Stress Management Consultant

## The Stress of Keeping Resolutions

*"The will to win is nearly as important as the will to prepare to win."* – Bobby Knight

Don't you hate people who announce that they are going to lose weight for the New Year – and do it, just like that? For most of us, New Year's Resolutions are easy to make, hard to maintain, and still harder to keep forever. Once the holidays are over and we return to normal life and its complex problems, the motivation to quit smoking or lose weight that was so strong on New Year's eve seems to evaporate.

Try thinking of the preparation for change in two parts. **First:** we need information about our habit or behaviour and how successful people change.

**Second:** since stress is a very common reason why resolutions fail, we need better ways of dealing with life's stresses and painful emotions such as depression, anger, loneliness and worthlessness. Do you understand what the habit means to you – why you smoke, overeat or drink, or why you don't exercise or budget well? Do you know why you haven't changed before? How motivated and determined are you to change? To find out, make a "decision balance".

On one side of a sheet of paper write down all the reasons you want to change or to get back on track, and beside it all the reasons you do not want to. If it definitely looks like a go, write down the specific actions you will take, and decide how you will keep track of your progress. It's best to set small achievable goals and make them a habit before moving on. Are you motivated enough to start over if you relapse? What stressful situations might derail your resolution?

To begin taking charge of stress, stop useless worrying. List stresses and divide them into those that can be eliminated, those that have solutions, and those that need a change of attitude. The

following ideas can help you feel more powerful and increase your chances of success:

- Practice a relaxation technique for use at times of temptation. Repeatedly visualize your long range goal. Before getting out of bed, vividly picture yourself sticking to your resolution – just for this day.
- Use a planner to make exercise a priority, and allow time for family and yourself.
- Use rational thinking to describe problems accurately; refuse to get steamed over something that is an inconvenience not a disaster. Be more optimistic and flexible; do something for others each day – and do not forget to laugh and use humour at every chance.
- Communication skills increase your power – being able to assert yourself without feeling guilty, listening effectively and dealing with criticism.
- Keep a journal of how things are going, and look for better ways to deal with painful feelings that trigger your old behaviour. Try to find healthy pleasures to substitute the old habit.
- A buddy and/or a network of supporters is tremendously helpful, and if you seriously want to make changes but can't seem to do it – then consider professional counseling.
- We all fail and make mistakes, so above all, see yourself as incredibly persistent. A relapse is not the end of your resolution but always a chance to learn something new and grow stronger.

Dr. David Rainham is a Family Physician, Author and Workshop Leader. Visit [StressWinner.com](http://StressWinner.com) for E-books or call 1-800-771-5776.



## Did You Know...?

by Jennifer (Jay) Sherwood, BScN, MEd.

For those of you interested in the latest developments in the area of health technology, the following are snippets of information that arrived in my e-mail this past month.

### Did you know that....?

- **CSTAR (Canadian Surgical Technologies & Advanced Robotics).** The Honourable Ujjal Dosanjh, Minister of Health, and the Honourable Joe Fontana, Minister of Labour and Housing, were in London on Saturday November 12, 2005 to visit CSTAR (Canadian Surgical Technologies & Advanced Robotics). CSTAR is Canada's national centre for the development of the next generation of minimally invasive surgical and interventional technologies and techniques, including robotics. It is a research program of London Health Sciences Centre and Lawson Health Research Institute.

The Ministers met with researchers from CSTAR to discuss the Government of Canada's support for science and research aimed at helping Canadians maintain and improve their health.

For more information: e-mail [jayne.graham@c-star.ca](mailto:jayne.graham@c-star.ca)

See Did You Know? page 7

Located near the Rocky Mountains in southwestern Alberta, we enjoy a wonderful quality of life while providing top quality health care. Our team of 3,600 staff and 200 physicians take pride in their professionalism, compassion and innovation.

### Program Manager, Mental Health Program

Lethbridge Regional Hospital

Competition: OOS-05-683-HB

If your career objectives include working with a dedicated and highly skilled multidisciplinary team in an innovative, progressive and supportive work environment, then we'd like to hear from you. You will be responsible for the implementation of established standards of care and for the day-to-day management of two acute care psychiatric units operating a total of 41 beds in a designated facility. Part of your role will be to lead staff in the analysis and resolution of challenging clinical/patient care issues.

You have a degree in a relevant health related profession and at least five years of recent clinical experience in the areas of mental health and mental illness. Preference will be given to graduates of an approved diploma nursing program. You have experience working in a designated acute care psychiatric setting.

### Manager, Chronic Disease

Lethbridge Community Health Office

Competition: OOS-05-600-HB

You will take the lead role in the Building Healthy Lifestyles Program in promoting, developing, organizing and evaluating an integrated approach to chronic disease prevention and management within the Chinook Health Region. You will be responsible for the operations of chronic disease programming in the CHR.

You have a Baccalaureate degree and at least seven years of related experience in healthcare. Specific experience in chronic disease prevention including three to five years of management experience will help make you an ideal candidate. You are a self-directed, progressive and results oriented professional with a high level of competence in innovation, strategic planning and program implementation.

### Mental Health Therapist (Eating Disorders)

Lethbridge Provincial Building

Competition: LETH-05-748-HB

You will direct therapeutic interventions including screening, assessment and treatment of a limited number of complex cases, case management and referral. Performing some outreach services including consultation services for healthcare professionals will be among your responsibilities. Part of your role will be to liaise with other healthcare professionals from specialized eating disorders treatment services throughout the province.

You have a Master's degree in psychology or social work, or a degree or diploma in nursing. An equivalent combination of education and experience may be considered. At least five years of recent and relevant clinical experience in a mental health setting, including significant work with eating disorders, is required. You have a valid driver's license and are eligible for registration with the applicable professional association.

### Registered Nurses - Surgical Suite

Competition #LRH-05-932 & #LRH-05-933

Our regional referral hospital in Lethbridge, Alberta offers seven DR specialties and performs more than 10,000 adult and pediatric procedures annually.

We are a fast paced, progressive department with cutting edge technology, including automation of preference cards and documentation. With a strong emphasis on education and training, we provide generous custom designed orientations.

You are registered or eligible for registration with the AARN and have either completed courses or have recent experience in perioperative nursing. CPR is required, as are basic computer skills. CPN(c) is preferred.

Applicants are invited to submit their resume, clearly stating the competition number.

Chinook Health Region  
Human Resources  
960 - 19 Street South  
Lethbridge, Alberta T1J 1W5  
Tel: 1-877-333-3431  
Fax: (403) 388-6016  
Email: [humanres@mail.chr.ab.ca](mailto:humanres@mail.chr.ab.ca)

For all our Employment Opportunities, please visit our website at [www.chr.ab.ca](http://www.chr.ab.ca)



# Beads For A Cure Cancer Awareness Bracelets

Bracelets for a cause seem to be the newest trend lately, thanks to Lance Armstrong. But in fact they have been around for quite a while, just not in the rubber form. Shari Slonski has been selling her cancer awareness bracelets since 2003. "I started selling them as a way to fundraise for a cancer walk, after that it just grew into a business".

Shari gives back 20% of the profit of each bracelet to cancer organizations. "I donate items to groups raising funds throughout the US and Canada, but also I will make a yearly donation to a local cancer program, either the local cancer centre or the cancer walk".

Shari is herself a survivor of hereditary breast cancer.

You can find many bracelet styles at Beads For A Cure, Shari strings most of her bracelets together with beads that she buys wholesale but her pride and joy are her Lampwork bracelets. "I hand make each glass bead by melting a glass rod, rolling the molten glass onto a steel rod and then applying different colors of melted glass to create a unique design. The beads are then kiln annealed for durability. No two beads are exactly alike, I love creating them, and it's been a part of my cancer journey and helped me with my own healing.

She sells her bracelets both locally and off her website [www.BeadsForACure.com](http://www.BeadsForACure.com). "I have customers from all over the US and Canada, they find me usually from doing a search on the internet, usually they are looking for a gift to give someone who has gone or is going through cancer treatment, or they will buy for themselves after going through treatment or after losing a loved one to cancer. I will almost always get an email from them immediately after they've received their order, stating how much they love the bracelet or how much the person they've given it to loves it and there is almost always tears involved. I really feel that I am making a difference in the lives of those touched by cancer."


The Lampwork bracelets are my best seller because they are so unique, they don't look anything like you would find on any other site, and that is what my customers love about them. They are so individual, like each persons cancer journey.

Cancer awareness bracelets are a way of showing someone that you are there to support them but also a way of remembering those who have lost their battle from cancer.

Each bracelet design has its own name. Sometimes it's the name that will be the deciding factor in why a customer chooses a particular bracelet. It will trigger a memory about a person they have lost to cancer or about something that is important to them and their personal cancer journey". The sterling silver cancer charm hanging from each bracelet says it all. We need to find a cure.

"I have lost many relatives from cancer and to me this is a way of giving back to the cancer community and a way of honoring those who have lost the battle and don't have the opportunity to give back".





[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Nursing Clinical Instructors

Ranked as one of the top nursing schools in Canada, the Faculty of Nursing at the University of Alberta is the largest in the country. Achieving a standard of excellence in nursing education demands the efforts of excellent teachers. The Faculty is currently looking for Sessional Clinical Instructors to provide clinical instruction to students who are assigned to community and hospital settings. Full-time, part-time and casual relief clinical instructors are required at various times of the year and in the following clinical areas: medical, surgical, mental health, community health, public health, maternal-child health, continuing care and child health. Some day/evening/ weekend shift rotation may be required. Opportunities also exist for Clinical Instructors with fluency in providing patient care in French to teach in our Bilingual program.

Preferred candidates will hold a master's degree in nursing with a minimum of two years clinical experience in a related field. A baccalaureate degree in nursing with relevant experience will also be considered. Applicants must hold current nursing registration in Alberta or be eligible to be registered as a nurse in the Province of Alberta.

To apply send your letter of application, resumé and the names of three referees to:

**Margaret Taylor**  
Human Resources Assistant  
Faculty of Nursing  
University of Alberta  
3rd Floor Clinical Sciences Building  
Edmonton, AB, Canada T6G 2G3  
Fax: (780) 492-2551  
E-mail: [Margaret.taylor@ualberta.ca](mailto:Margaret.taylor@ualberta.ca)

Visit the Faculty of Nursing website at [www.nursing.ualberta.ca](http://www.nursing.ualberta.ca)

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.




Centre for Nursing and Health Studies  
SHAPING THE FUTURE OF HEALTH SERVICES

- Master of Health Studies

- Master of Nursing
  - ANP: Primary Health Care
  - Generalist

Exemplary Online Education for Health Professionals

## Advance... Online!



**Application Deadline – March 1**  
[www.athabascau.ca/cnhs](http://www.athabascau.ca/cnhs)



Accessible



Accommodating



Achievable

Recruiting Mental Health Professionals for Pictou County, Nova Scotia

“Reaching Out to the Community”

by Jennifer (Jay) Sherwood BScN, MEd.

If you are a mental health professional who wants to work in a setting that truly follows its statement about reaching out to the community then look closely at working in Aberdeen Mental Health Services in the Pictou County Health Authority in Nova Scotia. In an interview with Maureen Jones, Administrative Director Mental Health, I asked her what it is like to work there. Her answer was that there is lots of excitement among mental health professionals because the region is in an era of “expansion and change”.

Reflective of that change are the new position postings that you will see on this page in this issue of HEALTHbeat. The priorities for change and expansion for this year are in the areas of Child and Adult Outpatient Services and Early Intensive Behavioral Intervention Services for Autism.

Aberdeen Mental Health Services serves the mental health needs of residents of Pictou County Nova Scotia. Aberdeen is actively recruiting mental health professionals to work in committed partnerships with clients, families and community organizations to meet the needs of the residents and promote mental health in the community. A full range of Mental Health Services are fully integrated within the health authority.

Whenever there is expansion of service there needs to be a concomitant drive to recruit professionals to meet the needs for delivering services. As well as the need to fill the positions advertised in this issue, Aberdeen needs registered nurses and general clinical therapists. Recruitment strategies include using print and electronic media among other strategies to bring qualified professionals to the region.

Recruiting in times of shortage is always a challenging affair. Just as important as recruiting the best providers is the retention of them. There are two major components to retention of staff. These are: professional satisfaction and quality of life issues outside of the workplace.

To get a sense of the professional satisfaction that

people have in working within the Aberdeen Mental Health framework, I asked Maureen Jones about the philosophy of care that drives the delivery of services and how that is put into practice.

She indicated that staff comes from a variety of professions including psychiatry, psychology, mental health nursing, clinical social work and other mental health specialties. The “team approach” is fully realized giving the opportunity for the client to receive the best care from the best provider. Clients are actively involved in the planning of their care having come into the system through self-referral, referral from other health professionals, community organizations or other care areas within the authority. Each member of the multidisciplinary team is valued for their expertise and based on the client’s needs, team “leadership”, while resting primarily with the client, will revolve according to client needs.

Front line staff is fully involved in planning for the future and evaluating and improving the system on a day to day basis. Priorities are set based on the strategic plan (an evolving document). There is considerable support in Aberdeen for staff being valued participants in the strategic planning process.

Part of professional satisfaction is the opportunity for professionals to continue to learn and enhance their competence. Aberdeen provides support for continuing education with dollars built into the budgets of all Mental Health program areas. Staff members who are funded for continuing education are expected to share their learning with other staff.

The second component is the quality of life that professionals experience in their communities. Mental Health programs and services are run out of the Aberdeen Hospital in New Glasgow. Jones has lived in the area all her life and spoke highly of her experiences and a variety of highlights that contribute to the “good life”. From a practical perspective, living in the New Glasgow and Pictou region is cost effective with housing and other cost

See Pictou County page 6



At Pictou County Health Authority we value the contribution each employee makes. We want our employees to excel in their healthcare profession. We believe in partnership, teamwork and excellence in the delivery of healthcare services.

The Pictou County Health Authority delivers health care services to the 48,000 residents of Pictou County as well as regional programs to northeastern Nova Scotia. We deliver this care through the Aberdeen Hospital in New Glasgow, Sutherland Harris Memorial Hospital in Pictou, Addiction Services, Mental Health Services, Public Health Services and Primary Health Care.

We are just 90 minutes from the provincial capital of Halifax and the Halifax International Airport. New Glasgow is 35 minutes from Antigonish, home of St. Francis Xavier University, and minutes away from the Northumberland Strait that boasts the warmest waters north of the Carolinas and some of the most beautiful beaches in Nova Scotia. The local area has excellent golf courses, beaches and the added benefits of small town living.

We are seeking the following professionals to join our healthcare team:

- MRI Technologist
- Pharmacists
- EIBI Clinical Interventionist (Psychologist)
- Primary Health Care Project Manager
- Case Manager Intensive Community Based Treatment Team (Mental Health)
- Manager of Adult & Child / Adolescent Outpatient Services (Mental Health)
- Registered Nurses
- EIBI Clinical Interventionist (Occupational Therapist)
- Autism Skills Worker
- Clinical Therapists (Mental Health)
- Physicians

We offer competitive salaries, comprehensive benefits and relocation assistance, if applicable.

To view complete position profiles visit our website [www.pcha.nshealth.ca](http://www.pcha.nshealth.ca) or for further information on these and other exciting career opportunities, please contact:

Dawn Pettipas  
Human Resources Services  
Pictou County Health Authority  
835 East River Road  
New Glasgow, NS B2H 3S6  
Fax: (902) 928-0196  
Email: [dawn.pettipas@pcha.nshealth.ca](mailto:dawn.pettipas@pcha.nshealth.ca)



We thank all applicants for their interest, however, only those selected for an interview will be contacted.



Translocation International Recruitment

Cardiac, ITU & Respiratory Nurses for London, England

\$55,000 – \$75,000 CAD • Free flight • NMC fees paid • Visa fees paid • On-site accommodation \$680 a month – No bills!

We are recruiting cardiothoracic nurses for the prestigious Royal Brompton Hospital. This world famous specialist hospital is part of the largest Cardiothoracic Centre in the UK and is at the leading edge of the treatment and care of people with heart and lung disease.

The Royal Brompton Hospital is in the heart of fashionable Chelsea, famous for its wealth of lively restaurants and bars as well as fabulous shops. Nursing care is amongst the very best in the field – it is both modern and flexible in outlook and wholly committed to innovation in professional development for nurses. Opportunities for education and training are excellent. Learning is multi-disciplinary, often with paid study leave – specialist degree programmes are strongly encouraged and supported with high funding allowances.

Children’s Nurses

We’d very much like to hear from you if you have a qualification or experience in paediatric nursing, worked with children suffering from heart and lung disease, or have cared for children in a high dependency unit. At Translocation we take care of everything for you – we’ll collect you from the airport and drive you to your accommodation.

Call Charlotte Hall toll free: 1800 848 1561 or e-mail [charlotte.hall@translocation.co.uk](mailto:charlotte.hall@translocation.co.uk)

**HEALTH**  
*beat*  
**Classifieds**

**Compassionate RN for Friendly Dental Office**  
In Edmonton AB, for IV Sedations, PT  
Days only, 2/week, please send resumes  
Fax (780)482-4889, Phone (780)482-4800  
Email: [sleep@magathan.com](mailto:sleep@magathan.com)

**HAWAII NEEDS**

**Telemetry Nurses** and experienced critical care, L&D, BMT, LTC, home care, psychiatric, O.R., Emerg, neonatal & ped ICU nurses,. Families welcome. Full-time positions with benefits. Call Linda Beechinor **1-808-779-3001** or e-mail [L.Beechinor@verizon.net](mailto:L.Beechinor@verizon.net) or Fax (808) 395-7428.



The **Edmonton Morgentaler Clinic** has an opening for a competent and compassionate **Registered Nurse** who respects a woman's right to reproductive choice.

We work as a team of professionals to provide abortions and other related services in an atmosphere of respect and dignity using the most modern methods and equipment.

Our clinic offers casual/ part-time day shifts with the opportunity for flexible scheduling at competitive wages.

If you are interested in joining our team of professionals, please fax your resume to Kim at (780) 489-3379 or email [kimc@edmontonmorgentaler.ca](mailto:kimc@edmontonmorgentaler.ca)



Headed to the US?  
Get Cross border tax help from a former traveler.  
U.S. or Canadian tax preparation  
IRS Audit Assistance  
[www.TravelTax.com](http://www.TravelTax.com) - 866.272.7871



**UBC Interprofessional Continuing Education**  
*Upcoming Conferences 2006*

Health Professional Education • Early Years  
• International Seating Symposium  
• Cancer Survivorship • Diabetes Educator  
• Adults with Fetal Alcohol Spectrum Disorders • Developmental Disabilities  
• Maternal Child Youth Health • Childhood Obesity • Indigenous Women & Wellness  
• Spirituality & Health

[www.interprofessional.ubc.ca](http://www.interprofessional.ubc.ca)  
[ipad@interchange.ubc.ca](mailto:ipad@interchange.ubc.ca)

Ph: 604.822.7524 Toll-free: 1.877.328.7744

- **USA** - Needs Nurses  
We pay NCLEX, Signup, Relocation
- **UK** - Exciting Opportunities
- **Middle East**  
- Senior Management
- **Alberta** - LPNs Needed

**1-866 -77-NURSE**

**Editorial from page 2**

staff; excessive overtime; and, lack of effective leadership. As a result of these and other factors many nurses report that they may leave nursing altogether leaving yet another set of barriers to retaining nurses in particular work settings.

Some retention barriers may be addressed at a local work setting level and indeed today's employers of health professionals have been quite creative in their strategies to keep their current employees. These strategies in a unionized workplace transcend the issues of compensation and working conditions that are specified in the collective agreements. Strategies that may be implemented at a local level are frequently derived from a greater emphasis on listening and responding to employees concerns and ideas about what could improve their work life, and exit interviews with those who are leaving. However, longer term plans to address general retention difficulties demand that a more overall view be taken by promoting culture change within the organization. This approach can include such initiatives as: improving internal career

opportunities; supporting work/life balance; and, creating an interesting and growth enhancing, work environment. In other words, the aim is to make an organization a "great place to work" and gain a reputation of being an employer of choice.

Retaining health professionals in our public health system presents many challenges to human resource personnel, managers of health care and front line professionals. Most of the literature suggests that improving the worklife of professionals will make them more inclined to stay in the profession and stay with their current employment. Systemic change can only go so far. It is ultimately up to employers who want to keep their staff to make retention strategies particular to their own setting, both within the workplace and through partnerships with the community in which their professionals reside.

For more information about particular retention strategies and local studies focusing on best retention practices, I suggest that you put in

keywords "retention of health professionals" into your favourite search engine. To narrow your search try only Canadian sites.

*Reference:*

*Research Synthesis Report. Building the future: An integrated strategy for nursing human resources in Canada. The Nursing Sector Study Corporation. Ottawa, Ontario. 2004*

*Kirsten Woodend, Janet Cooper, Louise Marcus, Tara Chauban, Lisa Little, Lee Teperman and Owen Adams. Retaining pharmacists in rural Canada. CPI/RPC: December 2004/January 2005, Vol. 137, NO.10*

**We at HEALTHbeat take this opportunity to wish you all a well and safe holiday season and offer our best wishes for the New Year!**



**Pictou County from page 5**

of living expenses being somewhat lower than can be found in more urban areas.

Although New Glasgow is a "small town" it is by no means isolated. Both New Glasgow and Pictou are just 90 minutes from the provincial capital of Halifax and the Halifax International Airport. New Glasgow is 35 minutes from Antigonish, home of St. Francis Xavier University, and minutes away from the Northumberland Straits that has beautiful beaches and warm water for swimming and water sports. The local area has good schools, cultural

activities, sports and recreation, beaches, golf courses and all the added benefits of the community and friendly atmosphere that is associated with small town living.

For more information about the professional and personal opportunities available to health professionals (particularly mental health professionals) please visit Pictou County Health Authority website, [www.pcha.nshealth.ca](http://www.pcha.nshealth.ca).



**Recognizing Special Dates in January 2006**

This is January 2006 calendar of annual health observances and recognition dates for healthcare. Health observances are days, weeks, or months devoted to promoting particular health concerns. This information will come in handy for community relations programs as well as employee appreciation events. Health professionals, hospital staff and community groups can use these special times to sponsor health promotion events, stimulate awareness of health risks or focus on disease prevention.

January 2006 Observances	Dates
Activity Professionals Week (3rd full week or 3rd Sunday)	15-21
Birth Defects Prevention Month	1-31
Cataract Awareness Month	1-31
Certified Registered Nurse Anesthetist Week (4th work week)	23-27
Cervical Health Awareness Month	1-31
Diet Resolution Week (1st 7 days)	1-7
Eye Care Month	1-31
Folic Acid Awareness Week, National (4th work week)	23-27
Healthy Weight Week (3rd full week)	15-21
Sight-Saving Sabbath (last 2 Sundays)	22, 29
Thyroid Awareness Month	1-31
Volunteer Blood Donor Month, National	1-31
Women's Healthy Weight Day (Thursday of 3rd full week)	19

**Are you a Physician Recruiter?**  
You are invited to the...  
**2006 Canadian Conference "Today's Physician Recruiter"**  
**A Tool Kit for Success**  
February 21 & 22, 2006  
Sofitel Hotel, Montreal, QC  
Presented by CASPR  
(Canadian Association of Staff Physician Recruiters)  
**Canadian Physicians and Our Health Care System**  
• Dr. Dale Dauphinee, Medical Council of Canada  
Ujjal Dosanjh, Federal Health Minister (invited)  
**Cultural Diversity**  
• Kyla Storry, Crisis Response Services  
**Media Training**  
• Irene Bakaric, MEDIAPREP  
**Northern Ontario School of Medicine**  
• Dr. Timothy Zmijowskyj  
**Rural Recruitment**  
• David Kay, Alberta Rural Physician Action Plan  
**Social evening to network and discover Montreal cuisine**  
• Progressive Dinner Tour of 'Trendy Crescent Street'  
For registration and/or to join CASPR visit us at [www.caspr.ca](http://www.caspr.ca) or Frances C. Roesch 1.519.751.5544 ext. 2354 or [froesch@bchsys.org](mailto:froesch@bchsys.org)  
Registration Deadline – Friday, January 20, 2006  
**"Bringing Canadian physician recruiters together"**

# AB-to-BC for LGP

LG Personnel International, the specialist recruitment agency for health professionals, nurses, social workers and teachers, has arrived in Vancouver, British Columbia.

Previously based in Calgary, Alberta, LG Personnel is a staffing provider within Canada and also helps Canadians that have a desire for travel and adventure, to find work in the United Kingdom.

As the current staffing climate is changing within the health, social and education environments, there is a greater dependency on staffing providers to manage recruitment. Therefore, as LG Personnel can also manage recruitment drives on a national and international level, with the backing of one of the UKs leading recruitment specialists, they are in a unique position to offer their clients more time to focus on their daily activities.

## Why choose LG Personnel International?

**Committed to quality**

**International and national capabilities**

**Tailored solutions to your individual needs**

**Innovative recruitment**

## Great working opportunities Industry knowledge and experience

LG Personnel International is on an exciting journey to improve the culture surrounding staffing providers and the time has never been better to utilize the skills and expertise of such an organization. LG Personnel understand the needs of the health and social sectors in Canada and the UK and this knowledge will support you in your decision making and working commitments.

Kate Weber, Business Manager, LG Personnel International, said: "With our robust recruitment procedures, experienced recruitment teams and international dimension, we are ideally placed to service the needs of Canada and the United Kingdom."

For more information on the services offered by LG Personnel International, you can contact them toll-free on: 1-866-713-1512 email [info@lgpersonnel.com](mailto:info@lgpersonnel.com) or visit the website [www.lgpersonnel.com](http://www.lgpersonnel.com)



find yourself here

The Yukon has various opportunities for nurses throughout the territory:

**Registered Nurses** for ER, OR, ICU, Surgical, Pediatrics, Maternity, Medical and Psych speciality in an urban hospital setting

**General Duty Nurses** to provide emergency, acute care, respite beds for rural hospital setting

**Community Nurse Practitioners** to provide primary care and community health programs in rural Yukon

**Flight Nurses** to provide emergency medevac services, in-flight nursing care

**Community Health Nurses** to provide public health, baby clinics, STD counselling, prenatal/postnatal care

**Detox Unit Nurses** to provide nursing care and supervision to clients in alcohol/drug withdrawal, assisting them in their recovery process

**Continuing Care** requires registered nurses and licensed practical nurses to work in one of three long term care facilities providing adult and child respite, dementia care, residential and adult day programs

**Salaries range from \$56,089 to \$76,379 dependent upon position/location**

**Retention bonus \$3000 to \$6000 per year based on position**

Urban hospital includes bonus in salary

For more information, contact:  
Tracey Devellano,  
recruitment advisor,  
phone: 867-667-8389  
fax: 867-667-8338  
e-mail: [tracey.devellano@gov.yk.ca](mailto:tracey.devellano@gov.yk.ca)  
website: [www.hss.gov.yk.ca/recruit/](http://www.hss.gov.yk.ca/recruit/)



LOOKING  
FOR A  
NEW  
CHALLENGE?



## WE HAVE OPPORTUNITIES THROUGHOUT CANADA AND THE UK!

LG Personnel, part of Reed Health Group, are currently recruiting health professionals for all sectors.

We have a number of rewarding opportunities for experienced health professionals for Canada and the UK, as well as positions for all levels within Canada. Whether you are looking for a long term or short term position, our professional staff are on hand to help you every step of the way.

We are looking for people with a sense of adventure and a drive to succeed. Our Canadian office will assist in your relocation planning and concentrate on finding the right position for you.

To find out more, call our Canada office toll free on: 1 866 713 1512 or email: [health@lgpersonnel.com](mailto:health@lgpersonnel.com)

[www.lgpersonnel.com](http://www.lgpersonnel.com)



## Did You Know? from page 3

- **xwave, an Aliant Company, and GE Healthcare announced they have signed a 15-year contract with Smart Systems** for Health Agency (SSHA) and OMA e-Services Inc. (Ontario.MD), a wholly owned subsidiary of the Ontario Medical Association, to deliver an affordable clinical management system to Ontario physicians. The system is an application service provider (ASP) solution that complements the mandate of the provincial Physician IT Program.
- **The Quebec government has announced an investment of \$15 million in the Montreal Heart Institute's Research Centre expansion.** A total of \$24 million is being invested in the project, which includes the acquisition of new equipment and infrastructure. In addition to the Quebec government's \$15 million, the project will receive another \$9 million from the MHI Foundation.
- **Quebec government to invest \$22 million in PET.** The Quebec government has announced that it will acquire 10 more Positron Emission Technology (PET) scanners by 2007, bringing the total number of such machines in the province to 14. That would place Quebec at the forefront of PET scanning in Canada. With its major investment in PET technology, the Quebec government aims to dramatically boost the level of diagnostic care for cancer patients.
- **York Central Hospital, one of Ontario's fastest-growing community hospitals, has begun implementation of a \$5 million PACS and digital dictation system** that will speed up access to tests and reports for physicians, enabling them to make faster and higher-quality diagnoses. The system will also be connected to a region-wide PACS that's currently in the works and is expected to gain funding from Infoway early next year.
- **Kronos Inc., of Mississauga, Ontario. Paper-based scheduling and time management is about to become a thing of the past** at one of Canada's largest hospitals. As part of its commitment to employee satisfaction and high-quality patient care, North York General Hospital has selected Kronos for Healthcare, from Kronos Inc., of Mississauga, Ont.
- **SAS, a leader in business intelligence and predictive analytics,** announced that the Hospital Report Research Collaborative (HRRC), at the University of Toronto's Department of the Health Policy, Management and Evaluation (HPME), has used SAS software to develop a performance and quality improvement reporting tool available to Ontario hospitals to calculate financial and clinical performance indicators.
- **Telehealth Canadians share health expertise with the Middle East** Canadian healthcare and academic leaders have signed on to a formal telehealth initiative to exchange medical knowledge with their colleagues in the Middle East. It is hoped the initiative will strengthen bonds among Israelis, Jordanians and Palestinians over a common cause – improving health status and healthcare services.



***A world of  
Health Care  
opportunities  
are just one  
click away at  
[www.mccronehealthbeat.com!](http://www.mccronehealthbeat.com)***

### Healthcare Professionals

Worldwide Healthcare Career & Education opportunities to browse through! One Click Away from our featured advertisers – a valuable resource for healthcare professionals! Complete copies of HEALTHbeat's current and past issues available for downloading! All the latest articles published in HEALTHbeat each month available for browsing!

---

### Healthcare Recruiters

Reach over 100,000 internet visitors each month with HEALTHbeat Online and 200,000 readers at 1700 locations across Canada with HEALTHbeat Magazine. If you would like more information on how you can reach healthcare professionals, contact McCrone Publications at

**1-800-727-0782 or  
[www.mccronehealthbeat.com](http://www.mccronehealthbeat.com)**