
2018 BC Continuing Care Collaborative

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The Challenge

- Changing demographics, increasing health costs and changing population health needs
 - ❑ BC spends \$19 billion a year on health care, approximately 46% of provincial spending.
 - ❑ The health workforce accounts for nearly 70% of government health spending¹
 - ❑ Between 2013 and 2018, health system spending is projected to increase 15% - but population will increase only 6%²

1 – BC Budget and Fiscal Plan, 2017/18 – 2019/20

2 – Auditor General of British Columbia, “Health Funding Explained 2”, March 2017

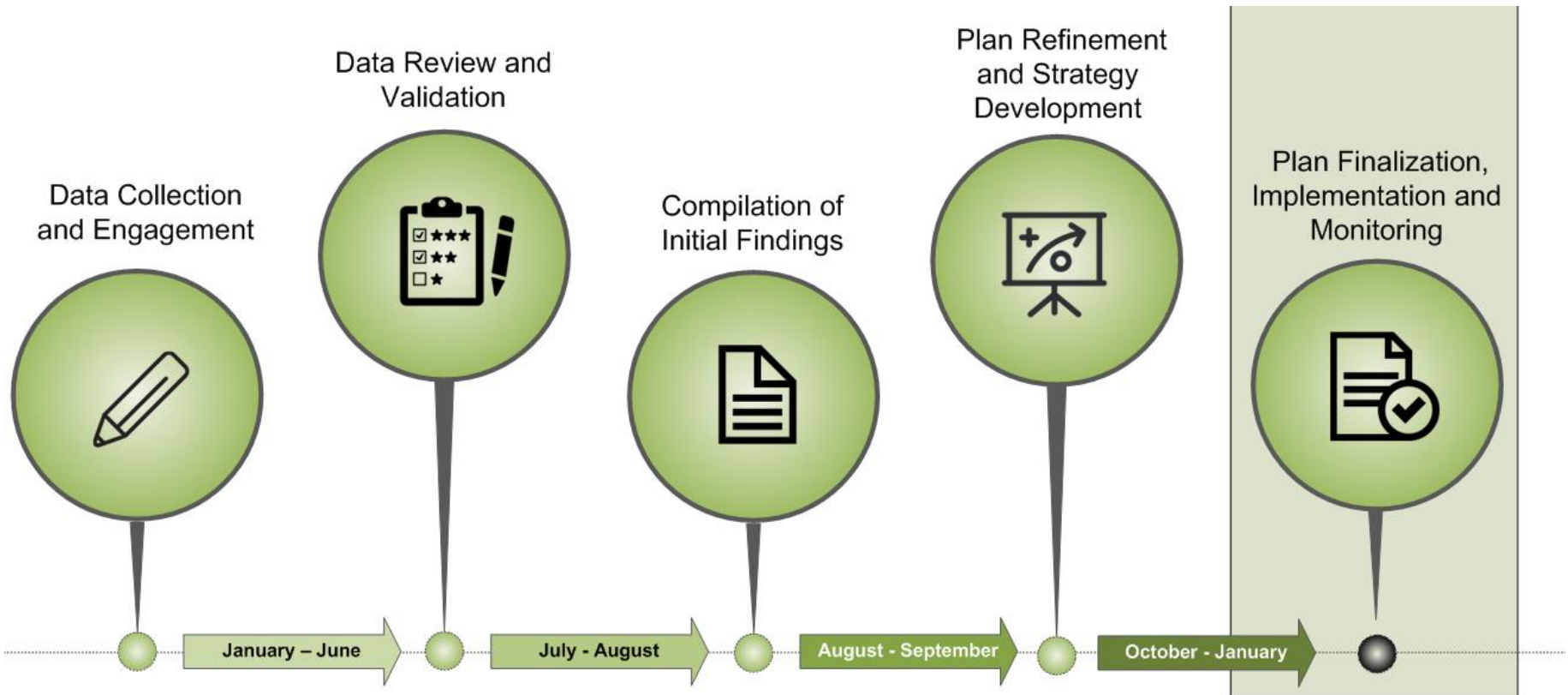
The Response

- Implement an integrated system of Primary and Community Care (inclusive of residential care) that is:
 - Patient-centred
 - Team Based Care
 - An engaged, skilled, well-led and healthy workforce that provides the best patient-centred care possible

Workforce Planning in BC - Vision

- Annual provincial planning process rooted in a solid understanding of population and patient health needs
- Planning is based on inter-professional teams and includes
- Scenario-based approach to model the implications for the workforce of different service delivery models
- Rolling three-year health workforce plans, inclusive of physicians, nursing and allied health care providers
- Health Authority and contract service providers

2017 Process and Timeline



Home and Community Care and Residential Care Priority Professions

- Health Care Aides
- Physiotherapists
- Occupational Therapists
- Registered Nurses
- Licensed Practical Nurses
- Geriatricians
- Leadership and Management

Health Care Aide Strategies

- Short Term Strategies:
 - Casual and/or Part Time Conversion to Full Time
 - Increased Training Seats
- Mid – Long Term Strategies:
 - Focus on Workplace Violence Prevention
 - Illness and Injury Prevention

Health Sector Workforce Planning: Key Learnings

- Planning and projections must be based on: population and patient needs and health system priorities
- Planning must be evidence based: action supported by evidence
- Engaging with partners across the health sector in identifying supply and demand challenges and solutions is essential

Questions?

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