

*February 21, 2019*

We are using a strategic and targeted approach to fill the open positions at WLMH. Here's a summary of our ongoing recruitment efforts:

**Advertising** – We advertise on two HHS websites as well as national job websites such as Operating Room Nurses Association of Canada, RN Careers Ontario, RN Careers Alberta, Nursing Careers Canada, Longwoods, Job Bank, Canadajobs.com and Eluta, as well as our own HHS website. We also do some regional newspaper advertising.

**Social media** - We use social media including LinkedIn and FaceBook to directly target nurses in cities with a high cost of living, such as Toronto and Vancouver, or in economically depressed areas of the prairie provinces, to promote the advantages of relocating to the Niagara Peninsula.

**Linking with academic programs/new graduates** - We continue to directly engage with graduating nurses from McMaster University, Mohawk College and Conestoga College to promote opportunities in the OR. We are always active at job fairs and other event opportunities and directly link with academic programs in Ontario, Alberta and Saskatchewan. We offer dedicated OR training at no cost to new recruits.

**Signing bonus** - We are offering up to a \$30,000 signing bonus for nurses who come to us from out of province.

**Referral bonus** – We offer a referral bonus of \$1,500 to any HHS employee for referring a successful OR RN candidate.

## **Background Information**

There is a Canada-wide shortage of operating room (OR) nurses. There is a declining number of nursing graduates combined with a growing number of “late career” nurses who are at, or nearing retirement age. We have more than 2,300 RNs at Hamilton Health Sciences (HHS), with approximately 150 working in operating rooms throughout our sites. HHS posts more than 1,000 RN jobs annually.

Nursing shortages affect each of our sites, but at our West Lincoln Memorial Hospital (WLMH) site, we feel the nursing shortages more acutely because the overall number of staff is smaller.