saho
Saskatchewan Association of Health Organizations

NEWS Release

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Health care employee opinion survey to be conducted

The Saskatchewan Association of Health Organizations (SAHO), on behalf of its members, issued a Request for Proposals (RFP) today to secure a supplier for an employee opinion survey to be conducted in the health regions. The last comprehensive health care employee opinion survey was conducted in 2005. Over 40% of the employees responded to the last survey, providing valuable information that was used to develop and implement a variety of initiatives in facilities across the province.

All employees will be invited to participate in the survey when it is rolled out in the respective regions. The supplier who is awarded the contract will be expected to conduct the survey in a staggered timeline in the health regions, but all regions will have completed the survey within twelve months of the development of the survey tool.

Susan Antosh, President and CEO of SAHO explained, "The last time we conducted the survey, it was done at the same time across the province. We have heard from our health region members that with resource constraints, they would like to roll out the survey when it works for them, and not to inundate their employees with more than one survey at a time." The health regions also respond to accreditation surveys or other indicator surveys at different times of the year, and would prefer to space out the employee opinion survey relative to other requests for information.

The employee opinion survey is an opportunity for health care employees to provide input and ideas to enhance their workplaces. "Feedback and input from health care workers is important in creating solutions that will enhance workplaces and ultimately enhance patient, resident and client care delivery," said Antosh.

Some of the programs and initiatives implemented as a result of the 2005 survey include:

- Pursuing Excellence Projects involving front line employees in improvement strategies important to their workplace
- Creation of succession opportunities for employees as a retention strategy
- Evaluation of available learning opportunities and increased number of courses offered to employees related to effectiveness and performance

The survey will be complementary to the Patient First Review in ensuring that the voice of the health care workers concerning the work environment and impacts to patient care is heard. A decision to award the contract is expected to be made by a committee of stakeholders by the end of June.

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SAHO represents more than 40 health care employers in the province.

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