

## MAJOR OFFENSIVE TO ADDRESS LABOUR SHORTAGE

**Baie-Comeau, July 3, 2019** – The Centre intégré de santé et de services sociaux (CISSS) de la Côte-Nord is implementing different measures to address the current labour shortage, in particular to fill the work shifts during the summer season.

Over the past few weeks, the Direction des ressources humaines, communications et affaires juridiques has been working with the clinical departments of the CISSS de la Côte-Nord to fill all work shifts by adjusting work schedules, checking with some departments to see if they have a surplus of personnel among their teams and checking the availability of on-call employees. These different measures are being taken on a daily basis in order to ensure optimal coverage of all services.

Furthermore, the CISSS has been able to set up schedules in advance for the next three months in all personnel categories thanks to the outstanding cooperation of the labour unions. In addition, full-time positions have been offered to orderlies working on a part-time basis and all employees with part-time positions who work on call have been offered the possibility of increasing their availability during the summer holidays. A large number of persons have accepted these offers.

"We have taken steps to upgrade various positions including social workers, specialized educators and orderlies to make it possible for part-time personnel to receive permanent full-time positions, explains Mr. Marc Brouillette, Director of human resources, communication and legal affairs. This measure is aimed at improving the quality of life of our employees while continuing to offer all services to our population."

### With the help of students

In addition to recruiting new employees every week, the CISSS has hired several students as housekeeping attendants, food services attendants, administrative clerks and orderlies. Many others also joined the institution in nursing positions, including CPNs (candidates to the profession of nursing), CPNAs (candidates to the profession of nursing assistant), and nursing externs. Finally, about forty retirees also accepted to lend a hand and support our existing teams.

"We believe that all these measures will help to largely minimize the need for overtime while fostering a harmonious working atmosphere. However, we are aware that we will be required to call on independent labour in certain areas of activity but our objective is to keep it to a minimum in order to eliminate it altogether", concludes Mr. Brouillette.

For more information about the jobs offered at the CISSS de la Côte-Nord, go to [www.cisss-cotenord.gouv.qc.ca](http://www.cisss-cotenord.gouv.qc.ca) or follow us on Facebook.

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