



May 30, 2024

SHAUNA MORGAN
MLA, YELLOWKNIFE NORTH

Oral Question 59-20(1): Retention Strategies for Healthcare Professionals

This letter is in follow up to the oral question you raised on Tuesday, February 20, 2024, regarding Retention Strategies for Healthcare Professionals.

As requested, please see below for information pertaining to the total cost of agency nurses and locum doctors, and on overtime costs for Stanton Territorial Hospital.

Agency Nurse Costs

The following table provides the overtime hours, total hours and total cost related to Agency Nurses at Stanton Territorial Hospital since 2021-22.

	2021-2022 ¹			2022-2023			2023-2024 ²		
	OT Hours	Total Hours	Total Cost ³	OT Hours	Total Hours	Total Cost ³	OT Hours	Total Hours	Total Cost ³
Agency Nurse Hours & Cost	416	3,124	441,564	2,734	24,441	5,139,826	2,473	18,795	3,293,118

Notes:

¹ No agency nurses were used prior to the 2021-2022 fiscal year

² Information for the 2023-2024 fiscal year is incomplete as at the time of writing, not all agency nurse invoices have been received

³ Total cost presented includes the all-in cost of utilizing agency nurses, which includes amounts paid for travel, accommodations, and to the UNW

Locum Physician Costs

The following table provides total locum physician compensation across the HSS system from 2013-14 to 2023-24.

Fiscal Year	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24 ¹
Locum Compensation	\$13,204,000	\$16,163,000	\$16,877,000	\$17,658,000	\$12,188,000	\$17,243,000	\$18,822,000	\$21,753,000	\$23,586,000	\$31,387,000	\$33,701,766

¹2023-24 is preliminary as year-end financial reporting is not yet complete

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The following table provides the expenses for excess hours worked by locum physicians at Stanton Territorial Hospital, and the total expenses related to locum physicians across the HSS system between 2021-22 and 2023-24.

Locum Costs	2021-2022	2022-2023	2023-2024¹	Total
STH-Excess Hours ²	623,702	797,470	955,014	2,376,186
Total Locum Expense ³	29,412,142	36,224,892	39,598,011	105,235,044

Notes:

¹Information for the 2023-24 fiscal year is preliminary as year-end financials are not yet complete

²May include costs for excess hours worked at the Primary Care Clinics in Yellowknife

³Total Locum Expenses include all locum related costs (compensation, travel, accomodation etc.)

*Detailed data for excess hours and total locum expenses is only avaiable beginning in the 2021-22 fiscal year

Stanton Territorial Hospital Overtime Costs

The following table provides overtime hours and costs for Registered Nurses at Stanton Territorial Hospital between 2021-22 and 2023-24.

Category	2021-2022¹		2022-2023		2023-2024²	
	OT Hours	Cost (\$)	OT Hours	Cost (\$)	OT Hours	Cost (\$)
Obstetrical Nursing	1,528	156,030	1,993	205,984	478	53,475
Combined Med/Surg Nursing	494	48,822	869	81,206	221	23,702
Intensive Care Nursing	4,257	477,852	5,962	675,792	1,545	175,727
Medical Nursing Unit	4,060	386,940	4,035	405,239	846	85,228
Mental Health General Nursing	1,855	200,709	2,186	238,251	692	77,750
Operating Room Nursing	268	23,976	751	58,813	197	16,165
Renal Dialysis Day/Night Care	1,187	120,360	1,383	145,863	342	36,375
Surgical Nursing Unit	1,406	144,653	1,128	112,203	492	50,465
	15,055	\$ 1,559,342	18,305	\$ 1,923,350	4,812	\$ 518,888

Notes:

¹ The earliest data available is for the 2021-2022 fiscal year, due to a system conversion that took place the year prior.

² Information for the 2023-2024 fiscal year is incomplete as not all OT hours worked were logged or approved in the HR system as at the time of pulling this information on April 2, 2024

Thank you.



Les Semmler

Minister, Health and Social Services

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