

Introducing: Jennifer – Our Employee

Jennifer¹, 42, is a frontline healthcare worker with nine years of service. She has a family and lives 19 kilometres from work. She is a full-time, unionized employee and earns an annual salary² of \$72,179. She attended a post-secondary institution and loves working with people.



As a shift worker, Jennifer’s schedule changes week-to-week. She would like to be more physically active and make healthier food choices. Often, she struggles to get more sleep as she attempts to balance work and family responsibilities. Jennifer is a non-smoker. In 2015, she decided to get a flu shot (along with 54 per cent of employees).

In 2015, Jennifer took 17 days of vacation. Over the next year, she will call-in sick (or be off-work) for 10 days. She will work 20 hours of overtime and there is a three per cent chance that she will get hurt on the job – likely a muscle strain or sprain from moving a patient – but could return-to-work on modified (light) duties while she recovers.

During her career, she will sustain at least one needle stick injury (where a needle accidentally punctures the skin) and she could come into contact with blood or potentially infectious body fluids that will require lab tests and potential follow up treatment.

Jennifer is very likely (96 per cent) to continue working at our organization in 2016. There is a five per cent chance that she will go on a leave of absence this year (likely maternity leave). She will probably retire at 63.

Jennifer works on a large team as her manager has 28 other direct reports. She looks to her leaders to help her feel connected to our broader organizational direction. Although she is engaged at the local frontline level, she is part of a group of employees (53 per cent) with lower overall engagement.

To support her career journey, Jennifer spent at least 10 hours last year taking e-learning modules to support her annual continuing education requirements. She also logs into the e-learning system at least once a month to register for courses, complete e-learning training or review course materials. This learning is in addition to any clinical learning and role-specific courses required as per her collective agreement, legislation or professional accreditation standards specific to her profession taken outside of e-learning.

Next year, Jennifer will likely accept a new position within our organization (over 25 per cent) that will allow her to make changes based on her family situation, clinical/practice interests and needs at the time.

Note: The information used to describe Jennifer comes from a variety of sources including workforce demographics, engagement survey results, wellness survey results, learning statistics and health and safety data. Jennifer is meant to be representative and not meant to be seen as an individual, but rather a general composite of our valued employees

¹ Over 140 employees are named Jennifer, making it the most common employee name.

² Based on average hourly rate of pay and annual hours – and does not include overtime, premiums, etc.