



Annual General Meeting – September 2025, fiscal year 2024/25 Report from People Services

People Services supports the Nova Scotia Health Authority's current and future human resource needs in several ways, notably, leading the Recruitment, Compensation, Benefits, Scheduling, Labour Relations, Occupational Health, and Safety; Volunteer Services, Talent and Organizational Development, and People Services Operations (Human Resource Business Partnering).

Recruitment: In 2024/25, Nova Scotia Health grew our overall headcount by 9.85% and our total FTE by 11.6%. At the end of last fiscal, NSH had 33,022 employees (Headcount) and 24,594 FTE.

Labour Relations: Nova Scotia Health reached its first Essential Services Agreement with the Health Care bargaining unit and successfully concluded the negotiation of the Health Care Bargaining Unit Collective Agreement with the Nova Scotia Council of Health Care Unions.

Compensation and Benefits: Continued project work to refresh and rebuild the compensation framework for management and non-union employees (scheduled for completion spring 2026).

Occupational Health: The team has focused on building a stronger partnership with WCB to return employees back to work in a timely manner, and continued improvement work on disability management overall.

Talent and Organizational Development: Completed design and initial delivery of a new Leadership Development Program for Managers (SEED - Support, Engage, Empower, Develop) and concluded year 1 of the Health System Leadership Academy (in collaboration with health system partners).

People Services Operations: We continued to advance our overall service delivery, introducing a dedicated respectful workplace investigation team, as well as improving and standardizing workplace investigations and processes.

Respectfully submitted,

Anna Marenick, Vice President of People, Culture and Belonging