



First Nations Health Authority
Health through wellness

FNHA HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT – YOUR HR PARTNER

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GATHERING WISDOM



Building the FNHA

Our Vision

Healthy, self-determining and vibrant, BC First Nations children, families and communities

Our Values

Respect, Discipline, Relationships, Culture, Excellence & Fairness

Our Directives

1. Community Driven, Nation Based
2. Increase First Nations Decision-Making
3. Improve Services
4. Foster Meaningful Collaboration and Partnerships
5. Develop Human and Economic Capacity
6. Be without Prejudice to First Nations Interests
7. Function at a High Operational Standard

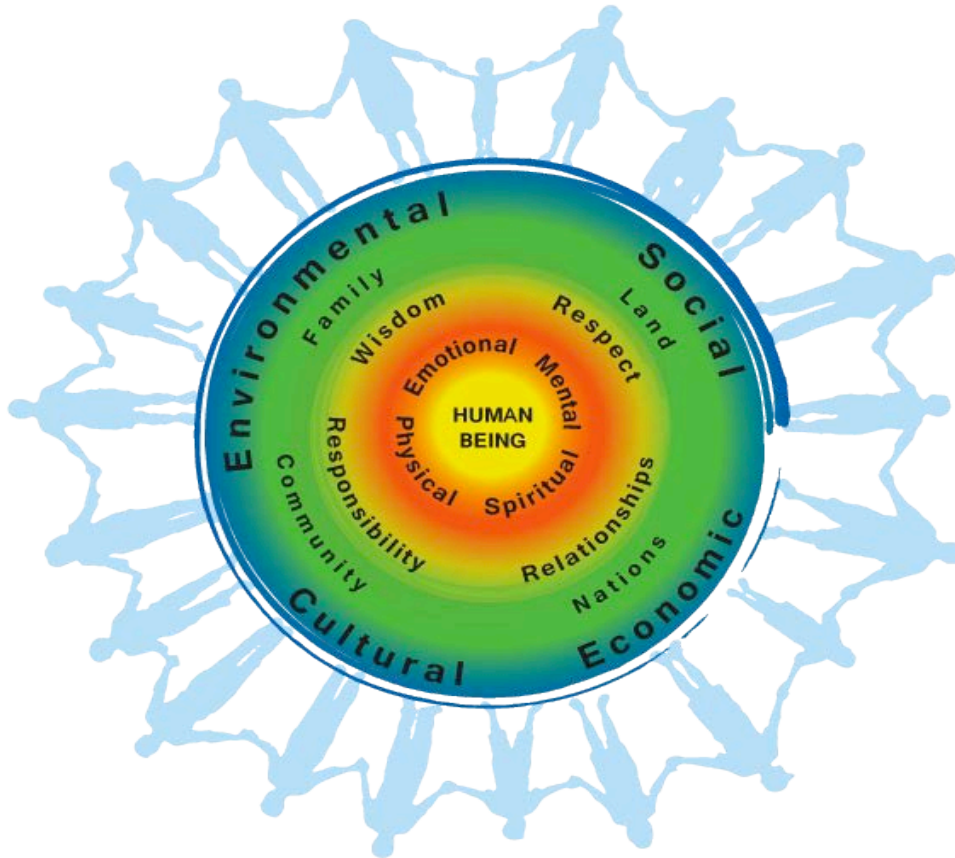


FNHA Operating Principles

- ❖ **W**ellness philosophy based on First Nations teachings is the perspective through which the FNHA approaches every aspect of its work and carries out its roles as health and wellness champions and partners
- ❖ **E**mphasis on personal best – being the best human being we can be – is how the FNHA approaches its work, partnerships, and those we serve
- ❖ **L**iving it – the FNHA leads by example as a First Nations Health Organization that models wellness
- ❖ **L**isten, learn, and act is the approach through which the FNHA establishes itself as a learning organization – and knowledge transfer will support shared learnings with health partners
- ❖ **N**ever leaving anyone behind, the FNHA works with its partners to ensure health initiatives, programs and services support and are accessible to all First Nations and Aboriginal peoples living in BC
- ❖ **E**xcellence means implementing initiatives, programs and services that brings the best in western medicine together with that of First Nations traditional knowledge and medicine and by examining needs to continuously improve services and approaches and remove barriers
- ❖ **S**ervice delivery and system transformation is driven by First Nations decision-making through engagement to determine desired outcomes, and supported by consensus leadership of the First Nations health governance partners and realized through leveraged collaboration with federal and provincial health systems
- ❖ **S**ustainability, integrity, efficiency and innovation are essential components to the business approach that the FNHA brings to its programs, services and initiatives



First Nations Perspective of Wellness



- FNHA as a health & wellness partner
- Living the Wellness Model – FNHA as a Champion for health and Wellness
- Commitment to supporting the health and wellness from the youngest to the oldest
- Commitment to our youth (*46% under 25)
- Leading edge of systemic change by aligning with the Innovation and Change Agenda of the Province of BC



WHY ARE WE HERE

- Who we are and what we do in Human Resources & Organizational Development (HR & OD)
- Hear what your challenges, issues and opportunities are in Human Resources and Organizational Development in your Community, Organization, Nation and/or Region
- To build on consultations with the First Nations Health Directors Association and their members
- Start to collectively build a path forward for networks and partnerships

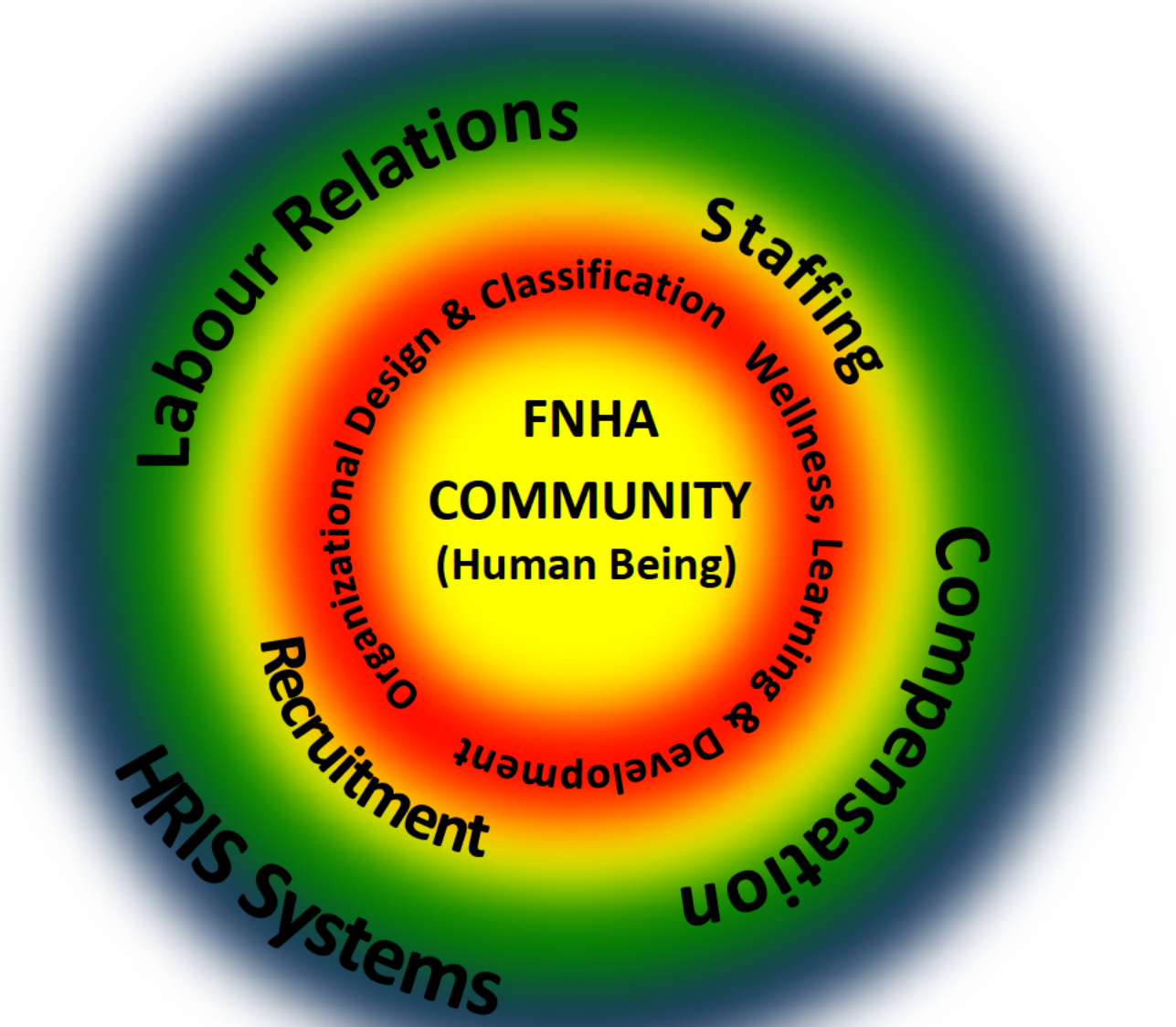


HOW WE ARE ORGANIZED AND WHAT WE DO

- Vice President/Executive Support and Office Management
- Wellness, Learning and Development
- Organizational Design and Classification
- Recruitment and Staffing
- Labour Relations and Compensation
- HR Information Analysis



HUMAN RESOURCES VISUAL STRUCTURE





WHAT WE REALLY DO AND WHAT IT MEANS

VICE PRESIDENT'S OFFICE

- Policy Development
- HR & OD Advice and Guidance to FNHA Senior Executive Team and other Senior Managers
- Liaison with and Reporting to Board of Directors and HR & Governance Committee, including HR support to Board
- Union Negotiations / Union Consultation Leadership
- Organizational Development (transformation/change management, etc.)
- Liaison and development of service delivery to First Nation communities in all areas of our organization



WHAT WE REALLY DO AND WHAT IT MEANS

EA /OFFICE MANAGER

- Full range of Executive level Administrative Support and Services to the Vice President
- Leadership to HR Coordinators regarding duties and functions
- Full range of Office Management services including Accommodation, Security, Supplies, Equipment, etc.



WHAT WE REALLY DO AND WHAT IT MEANS

WELLNESS, LEARNING & DEVELOPMENT

- Wellness and how to incorporate and support in an organizational context
- Learning & development planning, advisory, consultative and delivery services
- A centre of expertise, knowledge and resources in all areas of wellness, learning and development



WHAT WE REALLY DO AND WHAT IT MEANS

ORGANIZATIONAL DESIGN & CLASSIFICATION

- Organizational design in support of efficient and effective use of resources to provide maximum service and program delivery to our partners and clients
- Classification planning, advisory, consultative and process services to support allocation of resources to job functions and duties and ensure external and internal relativity
- Interim centre for job description creation and salary band placement
- A centre of expertise, knowledge and resources in all areas of organizational design and classification



WHAT WE REALLY DO AND WHAT IT MEANS

RECRUITMENT & STAFFING

- Support to Management in developing job qualifications, job advertising, assessment and interviewing in internal staffing & external recruitment planning, advisory, consultative and process services
- A centre of expertise, knowledge and resources in all areas of classification, internal staffing & external recruitment



WHAT WE REALLY DO AND WHAT IT MEANS

LABOUR RELATIONS & COMPENSATION

- Support to management in all Labour Relations matters to help build strong relationships between management and employees supporting our approach to organizational wellness
- Full range of compensation/employee benefits planning, advisory, consultative and process services including consultative relationships with unions
- Following implementation of the FNHA Classification and Job Evaluation system, a centre for salary market analysis and renewal
- A centre of expertise, knowledge and resources in all areas of Labour Relations & compensation/employee benefits



WHAT WE REALLY DO AND WHAT IT MEANS...

HR INFORMATION ANALYSIS

- Build the Human Resources Information System (HRIS) components to, and linkages within, the FNHA corporate systems
- Build HR & OD process maps
- Support the development of required desktop or electronic support manuals
- Data population and reporting activities



**IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT OUR
OFFICE:**

604-693-6500 OR AskHR@fnha.ca

THANK YOU

<http://www.fnha.ca/about/news-and-events/events/gathering-wisdom-for-a-shared-journey-vi>