

# VCH EMPLOYEE ENGAGEMENT

Making VCH more effective by creating a positive employment experience

## LEADERSHIP STRUCTURE & COMPONENT RELATION



**Employee & Union Relations**  
 Through a network of local Employee Engagement offices, Employee & Union Relations (consisting of HR Advisors and Work Design staff) provides operational and strategic human resource and labour relations advice, support and education to management and staff including:

**Responsive Shift Scheduling & Staff Deployment**

**Learning and Career Development.**  
 Our goal is to provide outstanding educational resources and development opportunities for all Vancouver Coastal Health staff.

**Staffing Innovation & Organizational Development (SI&OD)**  
 is a component of the Vancouver Coastal Health Employee Engagement Department. This multi-faceted team works across the Health Authority supporting staff members, leaders, and clinical units working to improve patient care, staff workload and organizational development. The department is comprised of 3 work teams, and one major project team, including:

**Worksafe & Wellness**  
 teams work with management and staff to reduce occupational risks, prevent injuries, track employee incidents, manage WorkSafeBC and disability claims, return to work safely after an injury, and provide a safe and healthy workplace.

**Retention and Recruitment**  
 At Vancouver Coastal Health we are humbled to work with the people that choose to work with us. Your dedication and energy of generosity is an inspiration to all of us. We invite you to shape the future of our environment at Vancouver Coastal Health and recruit individuals like yourself. "Refer-A Friend"

We search in the uncertainty and complexity to find pattern in order to find territorial certainty. It is only then that we can move forward to discover new grounds. The geometric structure is precisely representation of that certainty and the achievement of orderliness and a higher knowledge and understanding of the complex layers of the organizational structure.

*The idea behind patterns*  
 Patterns make what seems complex and incomprehensible, simple and comprehensible. They allow us to recognize order in chaos. In Fractal Geometry, also referred to as the true geometry of Nature, irregular patterns are being self similar over scale on a macro level as it is in micro. With this analogy in mind, the holistic view of knowing that you are part of a bigger picture and the bigger picture is part of an even bigger picture and that the relationship is visible through these patterns changes everything. It becomes enlightening. There is a composition and it reflects your place and the impact of your contribution to the whole. Now you can get a mental picture.

For simplification we are using regular patterns. The hexagon is one of the most dominant patterns of order found in nature. It is capable of a complex analytical structure and yet has the most consistent geometric shape to make a pattern. When we say Pattern we mean the repetition of shape/s within a framework. The Hexagon Flower is designed to represent the 6 sectors and furthermore, be a symbol for synergy and growth.