



MEDIA RELEASE

St. Joseph's Healthcare Hamilton named one of Canada's Top 100 Employers for second year in a row

October 7, 2011 (Hamilton, Ontario) – Congratulations to St. Joseph's Healthcare Hamilton (SJHH) named earlier today as one of *Canada's Top 100 Employers* for 2012.

"We are very proud to be recognized for the second year as a top Canadian employer. This achievement reflects a great deal of work that each and every member of our staff showcases every day in providing compassionate sensitive care to our patients and their families. This is truly a celebration of our staff. I applaud their work, and am very proud of this tremendous accomplishment," says Dr. David Higgins, President, St. Joseph's Healthcare Hamilton.

SJHH was one of only three hospitals in Ontario to be named to this year's list, and joins a group of only six healthcare organizations across the country to receive this coveted title. More than 17,000 organizations were invited to apply for this year's award making it one of the most competitive to date. Each organization was assessed on eight key areas: physical workplace, work atmosphere, health and financial benefits, vacation and time-off, employee communications, performance management, training and skills development and community involvement.

The award, developed by Mediacorp Canada, recognizes employers who are leaders in creating exceptional workplaces to attract, retain and inspire individuals. Some of the winning reasons for SJHH's selection as one of Canada's Top 100 Employers for 2012 include:

- Encourages ongoing employee education with tuition subsidies for courses taken at outside institutions (to \$1,000), financial bonuses for some course completions, and a variety of in-house and online training programs.
- Has partnered with the University Health Network in Toronto and the Schulich School of Business to enable graduates of their Leadership Development Program to receive additional certification.
- Supports employees who are new mothers with maternity and parental leave top-up payments (to 93% of salary for 27 weeks) and provides parental top-up to new fathers and adoptive parents (to 93% of salary for 12 weeks)
- Helps employees balance their work and personal life with a variety of alternative work arrangements including flexible hours, shortened and compressed work week options, telecommuting and reduced summer hours.
- Beyond their role in the community, the hospital and its employees are great community citizens supporting local initiatives as well as an international

outreach program that directs medical personnel, supplies and equipment to countries in need.

“We believe in investing in our employees,” says Diana Elder, Chief, Human Resources. “Healthcare is an extremely competitive and challenging industry. We are constantly looking at ways to enhance employee wellness and satisfaction. We are delighted to be recognized for these efforts and look forward to building on these programs in the future.”

For over 121 years, St. Joseph’s Healthcare Hamilton has provided care for the community in a spirit of compassion, innovation, and commitment – a drive that has grown into a multi-site, regional, tertiary, academic health science centre. As a premier academic and research health care organization, SJHH commits to making a difference in people’s lives and the future of the community, through integrated health services and internationally recognized programs.

Among St. Joseph’s teaching contributions is the internationally renowned Centre for Minimal Access Surgery. Affiliated with McMaster University, Mohawk College, and the St. Joseph’s Health System (SJHS), SJHH is home to the multi-million dollar Father Sean O’Sullivan Research Centre, the prestigious Firestone Institute for Respiratory Health, and the high-tech Brain-Body Institute.

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