



Our People Our Culture

Human Resources
Lorna Jones, CHRO

Introduction to Just Culture

Just Culture refers to a values-supportive model of shared accountability that drives continuous improvement

It's a culture that holds organizations accountable for the systems they design and for how they respond to behaviors fairly and justly

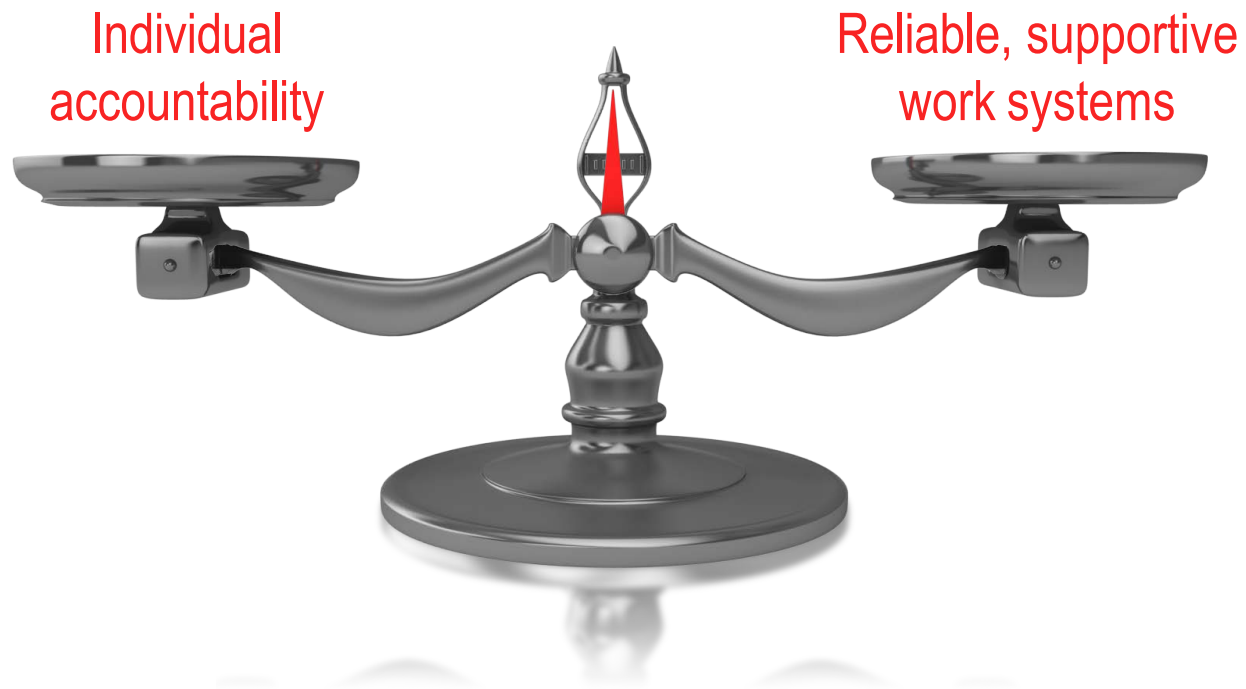


trust
fairness
accountability
Just Culture
transparency
justice
safety

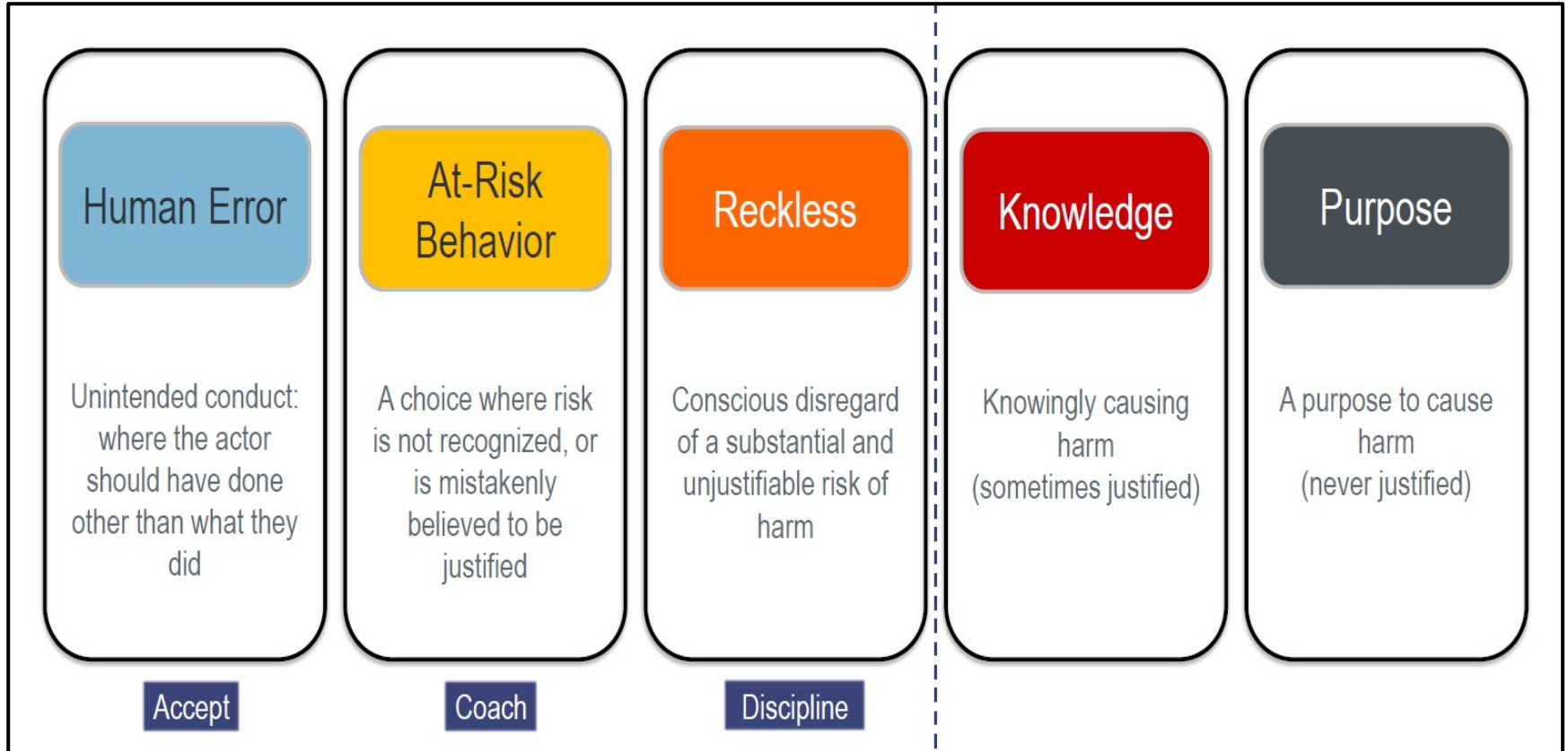
Just Culture holds individuals accountable for the quality of their choices within a framework that considers *human capacity, human fallibility, and demands improvement, not perfection.*

The Just Culture Company, 2019

Just Culture: The Big Idea



Just Culture Simplified



Anticipated Outcomes

	Core Elements	Sub Elements
Highly Reliable Organization	Structure Commitment to resilience Preoccupation with failure	Mission Vision Leadership
	Accountability Deference to expertise Sensitive to operations	Responsibilities Ownership Clear Processes
	Safety Culture Reluctance to simplify Preoccupation with failure	Communication Transparency Open culture Stimulation safety culture

AHS believes in a consistent, fair, systematic approach to managing behaviors that facilitate a culture that balances a non-punitive learning environment with the equally important need to hold persons accountable for their actions.

Ongoing support by our BETA partners with monthly webinars for ongoing learning

Human Resources Initiatives - Retention

Human Resources supports our employees' work-life balance and whole person well-being by offering the following initiatives



Enhanced Tuition Reimbursement



Career Development – Career Coaching



Career Ladder



DTO/PTO



Loan Repayment programs

Human Resources Initiatives - Retention

- Employee of the Month Program
- Stay interviews
- Individual Development Plans upon request (IDP's)
- New Leader Training Program for Individual Contributors
- Expanding our current Telecommuting Policy
- Expanding SEIU ED Fund Training program

Human Resources Initiatives - Recruitment

- Sign-on Bonus
- Stay Bonus for hard-to-fill:
 - OR, ICU, ED & L&D
- Incentivize PT and SAN staff to pick up shifts
- Internal training program
- Enhanced referral bonuses
 - \$2,000 bonus for RN referrals in critical areas

Employee Wellness Program



MENTAL HEALTH

Social and Emotional Health



ACCESS

Are the offerings convenient,
accessible and easy to use?



PHYSICAL HEALTH

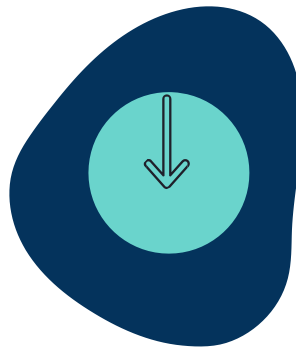
Fitness and nutrition

Holistic Approach to Employee Wellness



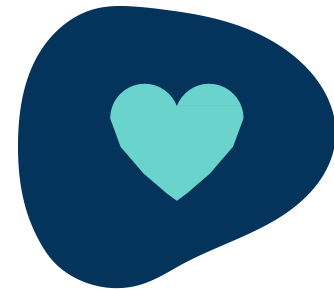
PHYSICAL HEALTH

Virtual Fitness Classes
Walks with James
Walk/Run Challenge
Fruit Box Delivery



ACCESS

Wellness Messages/Webinars
On-Site Massage (upcoming)
On-Site Acupuncture (upcoming)
On-Site Chiropractor (upcoming)



EMOTIONAL & SOCIAL HEALTH

Wellness Webinars
Mindful Monday Class
1440 Retreat
Schwartz Center Rounds
Open Sources Wellness Pilot Project
Care for Care Caregiver Program –Physician Wellness Director & Patient Relations Manager