

To: All staff and physicians
From: Maura McKinnon, Chief Human Resource Officer
Date: June 3, 2021
Re: **RN and LPN Temporary Job Postings on Skyline**

Upon receipt of feedback related to Horizon's decision to remove temporary postings from iTacit, the following changes and clarifications are being made:

Temporary LPN postings will be returned to Skyline as of today. Temporary postings for LPNs will continue as normal.

Temporary RN postings will remain frozen until mid-August 2021. Horizon hopes to move applicants who apply for these temporary postings by mid-September 2021. The following further clarifications have been made regarding temporary RN postings:

1. All temporary positions resulting from maternity leaves will be posted.
2. All higher classification temps (RNCBs and RNCCs) will be posted.
3. A process is being developed to identify exceptional / critical temps that will be posted.

The staffing situation is being monitored closely over the summer months and, if possible, Horizon may post additional temporary RN positions.

We continue to hope that by slowing some of the movement throughout Horizon, we will be better able to respond to the current staffing shortage and ensure that our valued employees are able to get some well-deserved vacation over the summer months.