

HEALTH-CARE WORKFORCE UPDATE

Since October 2023, the Manitoba government has added 3,397 net new health-care workers across the province. This total includes physicians, residents, nurses, midwives, health-care aides, and allied health professionals.

By profession (provincewide, net new):

Health-care aides	1,476
Nurses (including UNEs)	1,100
Physicians (licensed)	285
Allied health professionals	401
Midwives	5
Physician assistants	38
Residents	92

By region/SDO (excluding physicians and residents):

WRHA	1,295
Southern Health–Santé Sud	460
Interlake–Eastern	378
Prairie Mountain	342
Northern RHA	85
CancerCare Manitoba	58
Shared Health	666

Select facilities (excluding physicians and residents):

Health Sciences Centre	653
St. Boniface Hospital	350
Grace Hospital	158
Misericordia Health Centre	81
Victoria General Hospital	57
Seven Oaks General Hospital	22
Selkirk Regional Health Centre	107
Brandon Regional Health Centre	51
Dauphin Regional Health Centre	19
Ste. Anne Hospital	9
Concordia Hospital	80
Boundary Trails Health Centre	52
Bethesda Regional Health Centre	27
Thompson General Hospital	24
St. Anthony's General Hospital	7

METHODOLOGY

The Manitoba government tracks net-new health-care workers by calculating inflows (new hires, returns, transfers in) minus outflows (resignations, retirements, transfers out). Data is reported by provider category.

- Nurses, health-care aides, physician assistants, clinical assistants, and allied health staff are tracked using payroll data from each service delivery organization: Shared Health, Winnipeg Regional Health Authority, Interlake–Eastern, Prairie Mountain, Southern Health–Santé Sud, Northern Health Region, and CancerCare Manitoba.
- This data includes full-time and part-time employees only. Casual employees, staff in Type 2 agencies, and workers in private clinics or privately operated facilities (such as long-term care homes) are not included.
- Midwives, residents and physicians are tracked using active/practising licensure data from their regulatory colleges. This includes independent physicians such as family doctors, and all practising midwives.
- Residents typically move from a resident licence to a physician licence after training. This transition is not necessarily a loss to the system.
- A full list of the provider categories included in each grouping is available in Appendix A.

This methodology ensures comparability across reporting periods and prevents double-counting between categories.

Appendix A

Provider Category	Position
Nursing	Registered nurses
	Licensed practical nurse
	Registered psychiatric nurse
	Nurse practitioner
	Undergraduate nursing employee
Health-care aide	Health-care aides
	Uncertified health-care aides
Allied Health – Emergency Response Services	Paramedics
	Primary care paramedics
	Intermediate paramedics
	Advanced care paramedics
	Emergency medical responders
Allied Health – Diagnostics	CT/EKG technicians / technologists
	Echo technologists / technicians
	Lab and diagnostics
	Medical laboratory technicians
	Magnetic resonance imaging technician / technologists
	Medical radiation technologists
	Ultrasound technologist / technicians
Allied Health – Other	Audiologists
	Occupational therapists
	Physiotherapists
	Rehab aides / assistants
	Respiratory therapists
	Speech language pathologists / therapists
	Technical / professional roles

The Manitoba government is advancing a comprehensive strategy to recruit, train and retain health-care workers across the province:

- \$770 million for frontline staff and \$1.2 billion overall to improve pay, benefits and working conditions;
- A total of 176 new training seats across nursing, residencies, lab/x-ray and allied health programs, plus \$10 million to expand the University of Manitoba's Bannatyne Campus;
- expanding training seats for physician assistants, occupational therapists, physiotherapists, international medical graduates and medical residents;
- launching a direct-entry MRI technologist program in fall 2026;
- \$55 million to expand diagnostic and surgical capacity, including mobile MRI unit operating between Thompson and The Pas;
- Ninety-seven new staffed beds this year (60 acute, 10 critical care, 27 transitional), with permanent funding to expand critical-care capacity from 101 to 131, plus 13 net new alternative integrated accommodation beds;
- growing the provincial travel nursing team to 219 nurses, reducing reliance on private agencies;
- recruitment and retention through the Retention and Recruitment Office, supporting internationally educated and out-of-province workers;
- launching micro-credential programs for health-care aides and easing licensing barriers for retired nurses;
- expanding northern and rural training opportunities, including new paramedic and HCA seats and new ER infrastructure;
- improving workplace culture through scheduling flexibility, hospital child care, safety supports, listening tours and direct staff engagement; and
- ensuring new infrastructure projects, from ERs to diagnostic centres, are matched with staff recruitment and training from the outset.

SECURITY

As of September 2025, there have been 107 institutional safety officers (ISOs) trained and appointed in health facilities across the province, including Health Sciences Centre, Selkirk, St. Boniface, Victoria, and Brandon. This represents the majority of the authorized complement of 126.6 ISOs, with additional officers currently being hired or in training to reach the full complement. There are also additionally trained qualified persons security officers (QPSOs) stationed at health facilities across the province.

At Health Sciences Centre, new measures guided by staff and union feedback have been introduced over the past two years. These include additional lighting and cameras, secure staff entry cards, reduced public access points, AI weapons scanners at the adult and children's emergency departments and the crisis response centre, and more regular patrols across the

campus. Hold-and-secure procedures have also been strengthened to ensure real-time alerts for security threats.

A joint safety and security committee has also been established, bringing together unions, frontline workers, police, and health-care leadership to address ongoing challenges and coordinate further improvements. This work will continue as part of the Manitoba government's commitment to supporting safe hospitals for staff, patients, and visitors.