

OUR VISION:

Excellent health and care for everyone,
everywhere, every time.



Appendix A NRGH Child Care Needs Assessment

Overview

In the Spring of 2024 the leadership of Nanaimo Regional General Hospital (NRGH) undertook a survey of all staff to assess the childcare needs for our employees. A total of 42 respondents participated in the survey.

Key Findings

1. Required Child Care Hours

Respondents indicated a wide range of required childcare hours, with needs varying based on shift work. Common responses included:

- 06:00 - 19:00
- 07:00 - 16:00
- 07:30 - 17:00
- 08:00 - 16:00

2. Number of Children Needing Care

- 64.29% (27 respondents) require care for one child.
- 28.57% (12 respondents) require care for two children.
- 7.14% (3 respondents) require care for three or more children.

3. Ages of Children

The survey identified a range of ages from infancy to five years old, with many respondents noting they will need care for a child under one year of age.

4. Preferred Geographic Location

- 66.67% prefer a central location in Nanaimo.
- 23.81% prefer the North End.
- 9.52% prefer the South End.

5. Key Factors for Choosing a Daycare

- Convenience for pick-up and drop-off.
- Trustworthy and well-vetted staff.

NRGH Clinical Operations

1200 Dufferin Crescent, Nanaimo | BC V9S 2B7 Canada

Tel: 250-755-7691
islandhealth.ca

- Flexible hours to accommodate shift work.
- Program variety (outdoor activities, arts, academic preparation).
- Participation in the Parent Fee Reduction program.

6. Adequacy of Current Child Care

- 69.05% (29 respondents) do **not** currently have adequate daycare.
- 30.95% (13 respondents) have sufficient childcare arrangements.

7. Impact of a Dedicated Daycare

- Increased ability to work additional shifts.
- Reduced stress related to childcare arrangements.
- Improved ability to return to regular work schedules post-maternity leave.
- Convenience for hospital employees, especially those working 12-hour shifts.
- Potentially higher job retention rates due to improved access to childcare.

8. Additional Comments

Respondents emphasized the urgency of establishing a daycare facility, highlighting concerns such as long waitlists (up to two years) and the challenge of finding part-time or casual childcare options. Many expressed strong support for a hospital-affiliated childcare service.

Conclusion & Recommendations

The findings indicate a strong demand for accessible, flexible, and high-quality childcare options for NRGH employees. A dedicated daycare near the hospital, with extended hours to accommodate shift workers, would significantly benefit employees and support workforce stability. Further steps should involve feasibility assessments, stakeholder consultations, and exploration of funding or partnership opportunities to address this critical need.