Working here could be the most inspiring thing you’ve ever done.
Everyone here speaks about how both patients and staff are treated with dignity and respect. From the medical and administrative staff to those who keep the floors clean, St. Michael’s is a place where people are committed and know what they do matters.

Our six core values set us apart from other hospitals. These values represent the philosophy and beliefs of our organization, guiding all of our decisions and actions.

**HUMAN DIGNITY**
We value each person as a unique individual with a right to be respected and accepted.

**EXCELLENCE**
We value quality in care, work life, education and research.

**COMPASSION**
We value a quality of presence and caring that accepts people as they are and fosters healing and wholeness.

**SOCIAL RESPONSIBILITY**
We value integrity and the promotion of the just use of resources entrusted to us for the enhancement of human life.

**COMMUNITY OF SERVICE**
We value a work climate of mutual trust and harmony to enable healing, collaboration, and the fulfillment of human potential.

**PRIDE OF ACHIEVEMENT**
We value our colleagues, our work, and our accomplishments. We take pride in bringing our rich tradition of hope and healing to every person.
Since our founding by the Sisters of St. Joseph in 1892, St. Michael’s has stood for compassion and excellence. Known as Toronto’s Urban Angel, we treat everyone who enters our doors with compassionate and innovative care. Proud of our long-standing tradition to help the poor and disadvantaged, we were the first hospital in Canada to create an Inner City Health Program.

St. Michael’s is home to many other specialized clinical programs, services and best practices. Fully affiliated with the University of Toronto, we lead the way in patient care, education, and research in such areas as critical care, trauma, neurosurgery, heart and vascular disease, keyhole surgery, mental health, diabetes, mobility disorders, and cancer care.

Our vision reflects our community’s changing needs for healthcare and our evolving position as a provincial, national and increasingly global resource for healthcare advances: “To champion the never-ending quest for a healthier world through our culture of caring and discovery.”

Inspired Care

Our commitment to compassion and excellence has been preserved as we evolved into a major teaching and research hospital. We integrate evidence-based approaches and best practices into research and education. The outcome is better patient care. Many of our staff and physicians participate in collaborative research, publications, and research which is disseminated locally, nationally and internationally.

“...It has always been my dream to work at St. Michael’s because of its reputation of being one of the best hospitals for nursing research and nursing care. I feel a great sense of pride every time I step out of the subway and see the image of the urban angel towering above the city because it symbolizes the things I value the most as a nurse – equality, justice, education and excellence.”

Jonelle Garriques, RN, RECENT GRADUATE
St. Michael’s is fortunate to have a dedicated team of staff and physicians who care about their work environment. Focus groups are held with physicians and staff and surveys are distributed to solicit input on a wide range of plans. St. Michael’s is committed to a healthy work environment through a safe and respectful workplace. For example, the Greening the Hospital initiative involves all staff in creating a better environment through conserving energy and reducing waste.

One way we honour staff members is through our Values in Action awards, given to individuals and teams who live our values and contribute to our culture of caring.

Bringing Research and Education Together

“St. Michael’s is entering an exciting era. The creation of the Keenan Research Centre and the Li Ka Shing International Healthcare Education Centre, which together form the Li Ka Shing Knowledge Institute, represents an exciting new opportunity to embrace emerging trends in healthcare education. This innovative facility will also help us reach St. Michael’s corporate vision of achieving excellent patient outcomes through leadership in health professional education and research.”

— Roger Chow
CLINICAL EDUCATION COORDINATOR

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Inspired Work Environment

“It’s an exciting time to be involved with education at St. Michael’s. Simulation training is a favorite among staff and students and I see more and more inter-professional teams training together at the Simulation Centre. They practice performing simulated emergencies in high-tech mannequins, live actors, real equipment, and a realistic hospital environment. Education has never been so fun!”

— Roger Chow
CLINICAL EDUCATION COORDINATOR

“I was flattered. It’s part of why I’ve stayed here for 10 years. I don’t know of other hospitals that recognize their people in this way.”

— Zenny Gepilano
PERIOPERATIVE SERVICES NURSE
who received the Values in Action, Social Responsibility Award for her work on the annual humanitarian mission to the Philippines.
Learning and professional development are in perpetual motion within our organization. As a teaching hospital, we offer education opportunities to support the continuous development of our managers, staff, physicians, and students. Mentorship is a critical learning channel and St. Michael’s is an active participant in many initiatives. We engage a diverse range of healthcare professionals in mentor/mentee roles in a curriculum-based program that extends experience and learning in interprofessional practice, education and research.

Our Learning Centre is the gateway to opportunities, providing our employees with courses such as professional effectiveness workshops, management and leadership development programs, and department-specific learning. The Health Sciences Library offers a selection of healthcare and business books, journals, references, and audio/video materials along with a network of electronic resources. Staff can link to the library through the Intranet plus set up an electronic service that will automatically track topics and send tables of contents for desired journals to their inbox.

“As a Clinical Leader/Manager at St. Michael’s, I have been provided exceptional access to opportunities to expand my skill set and develop my professional and leadership knowledge. Through extensive in-hospital education programs, combined with the ability to access coursework at leading universities and actual work experience, I have been set up for professional and leadership success. St. Michael’s lives its commitment to continuous learning and professional development of all staff.”

— Tasha Osborne
RN, CLINICAL LEADER MANAGER

Saying Thanks by Rewarding and Recognizing Our Staff

St. Michael’s consistently recognizes and pays tribute to the value and contributions of our people. Here are some examples:

Peer-nominated VALUES IN ACTION AWARDS recognize staff members for their outstanding contribution to the hospital and our core values of human dignity, excellence, compassion, social responsibility, community of service, and pride of achievement.

THE NURSING EXCELLENCE AWARDS recognize nurses for their outstanding contributions to patient care, education, research, building a healthy work environment, and leveraging technology. The five awards are presented annually during National Nursing Week with the intent to promote nursing professionalism and profile nursing to the broader hospital community.

HEALTH DISCIPLINES EDUCATION RECOGNITION AWARDS select five outstanding individual/team contributors to receive awards related to education scholarship, distinguished educator, education excellence, education leadership and collaboration in education.

The SERVICE RECOGNITION TEA congratulates staff and physicians who reach milestone anniversaries of 5, 10, 15, and 20 years of service. Gifts are presented to staff and physicians. Also, the QUARTER CENTURY CLUB dinner and awards ceremony honours employees and physicians with 25 years or more of service.

Our WALL OF FAME in select departments recognizes individual employee contributions and accomplishments.

TEACHING AWARDS and DEPARTMENTAL AWARDS celebrate individual successes.
Top Ten Reasons to Work at St. Michael's

1. Commitment to living our values every day
2. Inspired compassionate and innovative care
3. Inspiring science as a renowned academic teaching and research centre, fully affiliated with University of Toronto
4. Great teamwork
5. Respect for each other
6. Outstanding leadership
7. Dynamic downtown location close to public transportation, shops, theatre, and sporting events
8. Toronto’s downtown trauma centre for adults
9. Commitment to professional development opportunities including tuition assistance
10. Comprehensive benefits program

Every year at St. Michael’s, more than 5,000 staff and 600 physicians teach 1,800 students, perform 25,000 day surgeries, treat 600,000 patients in clinics, see 54,000 patients in the emergency room and provide around-the-clock care to 24,000 inpatients.

To apply for a dynamic and exciting career at St. Michael’s or for more information that will inspire you to work here, visit our website at stmichaelshospital.com