

To: *Members/Employees of Fraser Health Authority; BC Nurses' Union*

From: *Strategic Nurse Staffing Committee (FH-BCNU)*

Date: *June 2, 2022*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) met on **Monday, April 11, 2022**.

The committee discussed the following key topics:

Staff Surveys

Two surveys in progress. Results will be available in June.

- 1) LPN interest in bridging education (LPN to RN)
- 2) New RN graduate survey to identify barriers to accepting regular employment

Automated Shift Callout

The volume of shift offers to nurses and staff has increased significantly during the COVID-19 pandemic because of workload and vacancy pressures. To reduce this while ensuring timely offers to nurses, Staffing Services has undertaken the following:

- Reduction of the number of times nurses receive offers from units other than their home unit, particularly where the nurse has already declined a shift for the same date and time from their home unit.
- Ensuring short call shift vacancies are offered in the timeliest manner possible.
- Completion of unit pool reviews to ensure accuracy.
- Implementation of strategies to decrease the relaunching of unfilled shifts that results in delays to being able to work on shift vacancies in advance.
- Deploy an app and online module for staff to review and respond to shift offers, for both prebooking and short call. This is to be an alternative to text or voice offers (more information to come).

Eagle Ridge Hospital Emergency – Staffing

Staffing issues were flagged at the Eagle Ridge Hospital Emergency Department and brought forward to the SNSC for further review, discussion and understanding. Review to include the following:

- Hiring manager started in February (ERH, RMH, CGH & ARHC) with a focus on:
 - 23 RN/LPN vacancies posted internally and externally
 - Five new RN (started in March 2022)
- Staff surveyed regarding interest in cross-site rotation with RCH
- 4 RNs currently enrolled in Emergency specialty education for completion in Fall 2022.

Specialty Education

OR and PACU

Ministry of Health surgical recovery funding was used to support an undergraduate Association of Operating Room Nurses program. The funds were for an additional educator at SMH OR to enhance support for the

students and new staff recently trained for the Surrey OR. Small cohorts continue to complete the comprehensive FH PACU Education Program which includes critical care and post-surgical recovery content. Conversations continue to support nurses with bridging support needs for critical care practice.

Emergency

Three permanent educators were hired to support emergency nurses in transition lines across the region. The educators provide support virtually and on site – supporting transitioning RNs in their current roles and preparing them to move into emergency specialty education. Seven cohorts will graduate this year from emergency education programs.

DID YOU KNOW?

The SNSC reviews and responds to nurse staffing concerns. As a result of the COVID-19 recovery plan, FH has created over four hundred net new nursing positions in OR, Long-Term Care, Primary Care, and Public Health.

BCNU attendees:

- Sandra Goldstone (Co-Chair) – Coordinator, Servicing
- Anastasia Brown – Team Lead, Servicing
- Parveen Gill – Regional Chair Fraser Valley Region

FHA attendees:

- Ken Casorso – Executive Director, Human Resources
- Monica Nicol (Co-Chair) – Executive Director, People Strategies
- Kathy Scarborough – Director, Learning Strategy and Innovations

The next SNSC meeting is on **June 6, 2022**, and an update to members will follow.

If you have any questions, please contact your HR advisor or BCNU steward.