

JOINT MEMO



To: All NBA members; all managers
From: Strategic Nurse Staffing Committee (SNSC)
Date: December 17, 2020
Subject: Committee meeting update

As part of the Strategic Nurse Staffing Committee (SNSC) for Providence Health Care (PHC), BCNU and PHC employer representatives continue to meet regularly to discuss issues and initiatives related to strategic workforce staffing and planning.

The SNSC has met several times since January 2020 to review and assess staffing data, including baseline and relief needs. In addition, the parties have spent time assessing staffing needs throughout the COVID-19 pandemic.

Committee Update

Clinical Systems Transformation (CST)

PHC is continuing with the CST rollout. Ambulatory clinics are the areas that most recently received implementation. The focus for the next round of CST implementation will be long-term care.

Creative Hiring

In September 2020, clinical staff were surveyed to canvass interest in working more hours and to determine whether casual nurses were interested in seeking regular work. Those who indicated interest in a regular line were directed by Recruitment to current unfilled vacancies. Those who indicated they wanted more work but did not apply for a vacancy were contacted by Recruitment to explore why current vacancies were unappealing. Through this process, we pointed staff to regular vacancies of interest, and we filled six LPN vacancies.

The response rate to September's survey was quite small, so a more targeted approach was taken with the second survey with a focus on casual nursing staff, sent Dec. 1, 2020. Survey data will be collated, and we will work together to remove barriers for nurses wishing to work to full capacity where possible. For those interested in regular work, please contact Recruitment at recruitment@providencehealth.bc.ca.

Surgical Renewal

Following the Ministry of Health mandate, there was a province-wide need to increase surgical services. As a result, SNSC worked closely to expand surgical rotations at St. Paul's Hospital and Mt. St. Joseph's Hospital. To meet this mandate, an increase in specialty seats was necessary and PACU nurses will graduate in both January 2021 and June 2021. Seats were also increased in our in-house perioperative program.

With the change in rotation at Mt. St Joseph's, the OR rotation has seen an increase of 3.25 FTEs and the PACU has seen an increase of 7.55 FTEs. The rotations for the OR, PACU and Surgical Day Care at St. Paul's continue to be developed. Once complete, all areas will see an increase to baseline FTEs.

Job Fairs

PHC attended two job fairs in November 2020. On Nov. 3, they attended the CACCN Dynamics Critical Care virtual job fair. Then, on Nov. 17, PHC attended the first provincial virtual career fair, hosted by Health Match BC.

COVID-19 and Providence Health Care

Collectively we thank all nurses for the tremendous work you have all done during this unprecedented time.

Next Steps

The SNSC will continue discussions regarding service delivery and staffing in Hemodialysis to facilitate opportunities for collaborative nursing strategies.

The next SNSC meeting is Jan. 21, 2021.

JOINT MEMO



Committee members are:

- Leanne Heppell, Chief Operation Officer Acute Care and Chief of Professional Practice and Nursing
- Candy Garossino, Director, Professional Practice and Nursing
- Tammy Young, Executive Director, People
- Carolin Bleich, BCNU Servicing Coordinator PHC/PHSA
- John Ginther, BCNU Team Leader PHC/PHSA
- Meghan Friesen, BCNU Regional Chair

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