

# JOINT MEMO



**To:** *BCNU Council, Labour Relations Coordinators/Directors, FHA stewards*

**From:** *FHA Strategic Nurse Staffing Committee*

**Date:** *December 12, 2019*

**Subject:** *Fraser Health Strategic Nurse Staffing Committee Update*

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The Strategic Nurse Staffing Committee (SNSC) for Fraser Health met earlier this fall.

Representing BCNU were:

- Sandra Goldstone – Coordinator, Servicing
- Cory Mizuyabu – Coordinator, Servicing
- Walter Lumbala – Regional Co-Chair

Representing FHA were:

- Monica Nicol – Executive Director, People Strategies
- Ken Casorso – Executive Director, Human Resource Consulting
- Kathy Scarborough – Director, Professional Practice

Guests:

- Kathleen Chouinor - Executive Director & Chantal Pamplin, Director, Primary Care, FHA
- Jacqueline Per – Executive Director, Professional Practice & Chief Nursing Officer, Direct Patient Care Assessment, FHA
- Tarya Morel – Research/Health Policy Officer, BCNU

The committee discussed a variety of strategies to address nurse staffing levels within Fraser Health, including the following topics:

- **Primary Care Networks & Urgent and Primary Care Centres Implementation** – Kathy Chounoir and Chantal Pamplin presented on development, timeline and approach.
- **Baseline Review** – Monica Nicol and Ken Casorso shared an update regarding the review of baseline and relief staffing levels across the organization. Recommendations to be developed over the balance of the year, focusing on 130 priority units. Updates to come in early 2020.
- **Specialty Nursing Education** – Kathy Scarborough presented on how planning and seat allocation occurs.
- **Direct Patient Care Needs Assessment** – Jacqueline Per presented on the direct patient care needs assessment which is being piloted across 15 units in each practice setting. Nurses are encouraged to provide feedback to the BCNU at [fhaptcaretool@bcnu.org](mailto:fhaptcaretool@bcnu.org) and/or Professional Practice at [DirectPatientCareStaffingProject@fraserhealth.ca](mailto:DirectPatientCareStaffingProject@fraserhealth.ca). All of the feedback received will be reviewed by the working group leaders who are supporting the development and implementation of the tool across the organization. All remaining units have begun Phase 2 of the pilot rollout.

## **DID YOU KNOW?**

One of the Strategic Nurse Staffing Committee (SNSC)'s shared objectives is to review and respond to nurse staffing concerns across Fraser Health. In this section, we provide updates on actions taken to improve staffing across the organization.

- New float/relief pool at Abbotsford Regional Hospital (ARH) in Critical Care (4.3 FTE)
- Additional relief RN / LPN (3.1 FTE RN & 3.2 FTE LPN) Fraser Canyon, ARH Medical, Surrey Memorial Hospital (SMH) Operating Room & SMH N41/42/43
- Additional two RNs around the clock at ARH and SMH Emergency Department (16.6 FTE)
- Langley Memorial Hospital Emergency Room (5.76 FTE LPN, 1.46 FTE HCA & 1.06 FTE Unit Clerk)
- SMH Medical / Surgical Float Pool (4.4 FTE)
- ARH Medical Float Pool (4.4 FTE)
- Temporary Seasonal positions are being posted at many hospitals
- SMH T7 (4.4 FTE LPN)

The SNSC met since this update, on December 5. Meeting topics scheduled for discussion included Direct Patient Care Staffing Workload Tool, update for both union & employer regarding LMH ER and Primary Care initiatives. An update from this meeting will be forthcoming.

- **NEW: Casual Nurses** – We want to hear from you! Please check your email for an important survey that was sent to casual nurses about what you are looking for in employment from Fraser Health.