

JOINT MEMO



To: All NBA members; all managers
From: Strategic Nurse Staffing Committee
Date: January 16, 2020
Subject: Committee meeting update

Fraser Health Authority's Strategic Nurse Staffing Committee (SNSC) met on December 5th, 2019. The following representatives and guests attended the meeting:

BCNU

- Sandra Goldstone Coordinator, Servicing
- Cory Mizuyabu Coordinator, Servicing
- Wendy Gibbs Regional Co-chair, Servicing

FHA

- Monica Nicol Executive Director, People Strategies
- Cathy Nelson Director, Human Resource Consulting
- Kathy Scarborough Director, Professional Practice

Guests

- Julie Fraser Director, Professional Practice/Regulatory Practice, FHA
- Tarya Morel Research/Health Policy Officer, BCNU
- Courtney McGillion Coordinator, Communications, BCNU

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

Baseline Review

Over 130 Nursing In-patient units and emergency rooms have been reviewed to understand current staffing levels and skill mix, in preparation for implementation of the Direct Patient Care Needs Assessment.

Direct Patient Care Needs Assessment (DPCNA) – Julie Fraser and Tarya Morel

- How DPCNA is phased in across FHA
- Identification of a need for further education of front line nurses

DID YOU KNOW?

A shared objective of the SNSC is for review of and response to nurse staffing concerns across Fraser Health. Here are some actions taken to improve staffing:

- Rotation change underway at Abbotsford Regional Hospital ER, providing 50% part time positions.
- Temporary seasonal positions are being implemented at Eagle Ridge Hospital, Langley Memorial Hospital and Ridge Meadows Hospital to care for 8-10 patients per site and decrease admitted patients in the ER.
- Langley Memorial Hospital ER: To better understand the challenges, a working group comprised of employer and local union representatives will review flow and staff assignment.
- Bi-monthly reporting of vacancy rates at Abbotsford Regional Hospital and Surrey Memorial Hospital emergency rooms. Success! Both are showing improvement.
- Over 800 casual RNs and LPNs responded to our survey in December. Results to be shared in early 2020. Thank you for your sharing your feedback in the survey!

The next SNSC meeting is **February 6, 2020**. Topics for discussion:

- Casual Survey results
- Direct Patient Care Assessment Tool

Committee members:

Sandra Goldstone	Coordinator, Servicing, BCNU
Cory Mizuyabu	Coordinator, Servicing, BCNU
Wendy Gibbs	Regional Co-chair, Servicing, BCNU
Monica Nicol	Executive Director, People Strategies, FHA
Cathy Nelson	Director, Human Resource Consulting, FHA
Kathy Scarborough	Director, Professional Practice, FHA

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