

JOINT MEMO



To: *All nurses across PHSA*

From: *Strategic Nurse Staffing Committee*

Date: *December 19, 2019*

Subject: *Article 28.04 - Working Short Premium*

As part of the Strategic Nurse Staffing Committee (SNSC) for the Provincial Health Services Association (PHSA), BCNU and the employer representatives continue to meet regularly. The two parties are reviewing work now underway in preparation for the introduction of the working short premium, to be in effect April 1, 2020.

Since the previous joint memo, the SNSC has met three times to assess staffing data from the past two years, including baseline and relief needs for most programs across PHSA. The committee identified several areas across PHSA including Corrections, BC Cancer Agency, and the Critical Care Areas of BC Children's for further review and follow-up. Representatives from the SNSC and HR will be working with the leaders for each of these areas.

Committee Update

Patient Needs Assessment

Programs have been working with staff to finalize the assessment tool to reflect the unique patient populations they serve. Most areas will start using this tool to validate its effectiveness prior to the introduction of the Working Short Premium on April 1st. Please speak to your manager or steward if you have any questions or comments on the tool.

Review of Current Staffing

Since October, HR Business Services has met with Managers to review current staffing needs to ensure units and departments are ready for April 1st. In January, the SNSC will receive the results of the review.

Celebrating Our Success

Over the past two years, BCNU and PHSA have collaborated on measures to support the delivery of safe patient care.

- In 2018, the Medical Surgical Units at BC Children's Hospital successfully implemented seasonal positions to increase staffing for the surge of respiratory illnesses from November to March.
- Also, in 2018, the Pediatric Intensive Care Unit successfully introduced seasonal positions from September to May to meet increased patient demands. In 2019, the employer continues to utilize seasonal part-time positions.
- The BC Children's Emergency Room is currently reviewing the possibility of introducing regular flexible positions (introduced in the last round of bargaining). Such positions will provide coverage for short- and long-term vacancies.
- Since 2015, PHSA has created approximately 1720 regular relief positions to ensure appropriate staffing for vacation coverage and other leaves of absence.
- BC Cancer – Surrey will soon post 2.0 Registered Nurse positions and 1.0 Licensed Practical Nurse to support the increased number of patients.
- BC Cancer – Vancouver wants to regularize hours by adding a nursing position in Medical Day Care.
- BC Children's has used self-scheduling as a retention strategy, providing flexibility for nurses' work schedules.
- Okanagan Corrections – parties are collaborating on creative scheduling options for retention purposes

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- Over the years, BC Women's Hospital has worked collaboratively with BCNU to address workload issues including the development surge and diversion guidelines and tools in the Maternal Newborn Program, and now extended to the Neonatal Program.
- Due to unique operational requirements, the parties continue to work together to develop strategies to ensure appropriate staffing and scheduling practices are in place for the provincial health information and advice phone line operated by HealthLink BC. This may mean the use of regular flexible positions or seasonal positions.

The next SNSC meeting is January 7, 2020. Committee members are:

- Carolin Bleich, BCNU Servicing Coordinator PHSA/PHC
- John Ginther, BCNU Team Leader PHSA/PHC
- Claudette Jut, BCNU Regional Chair PHSA
- Judy Doyle, Executive Director of Labour Relations and Workplace Health & Safety
- Cheryl Davies, Interim Chief Operating Officer, BC Women's & BC Children's Hospital
- Christie Diamond, Corporate Director of Academic Education

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