

JOINT MEMO



To: *Vancouver Coastal Health Authority employees; BC Nurses' Union members*

From: *Strategic Nurse Staffing Committee (SNSC)*

Date: *March 21, 2023*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Vancouver Coastal Health (VCH) met on Oct. 24, 2022, and discussed the following key priorities:

Clinical Mentors

An 18-month pilot had launched in six departments in September 2021 to support this mentorship role in its function as an experienced clinical mentor, resource, and champion in the delivery of excellent client care to nurses and other team members. In conjunction with nurse educators, the clinical mentor provides rapid, elbow-to-elbow clinical and practice supports for nursing staff. Feedback to date is positive with hopes of extending these positions.

Health Human Resources Strategy

VCH is working with the Ministry of Health to support and activate the government's long-term health human resources (HHR) plan, which is part of the [BC's Health Human Resources Strategy: Putting People First](#). VCH's current HHR priority is to support managers in reimagining and rebuilding their roles to best support teams and the organization.

Working Short Premium (WSP)

Effective Sept. 19, 2022, eligibility is now expanded to include:

- L4 Direct Patient Care Nurses: These nurses provide direct patient care to a population (i.e., wound care or vascular access nurses) as the predominant and overriding function of their position. Managers of nurses in this category will be advised of this WSP expansion imminently by their HR and LR adviser.
- L2, L4, L5 nurses who do not regularly perform direct patient care as part of their core duties are eligible for the WSP when they are assigned or step in to perform direct patient care and continue to work short, despite mitigation efforts. These new eligibility rules apply to the following categories of nurses:
 - L2, L4 and L5 Nurses (Non-Proximate): These nurses do not usually provide direct patient care and regular duties do not typically require them to work in close proximity to patients. Examples include educators and clinical operations supervisors.
 - L2, L4, and L5 Nurses (Proximate): These nurses do not provide direct patient care even though their regular duties typically require them to work in close proximity to patients. Examples include as patient and resident care coordinators.
 - **There is no longer a requirement that L2/4/5 nurses provide a minimum of four hours patient care for order to be eligible for the working short premium.** The WSP is payable for the cumulative hours, to the nearest 15 minutes.

Interim Patient Care Assessment Process (PCAP) Education

A short *LearningHub* course is available online for nurses, clinical nurse leaders, coordinators (site operations and clinical), managers and in-charge nurses. Upon completion of this 15-minute course, attendees will be able to:

- Review the background, purpose, and outcome of the Interim PCAP.
- Understand the steps of the Interim process, and the assessments required to complete the Interim PCAP.
- Identify the documentation required to complete the Interim PCAP, including both the end-of-shift question(s) form (paper) and the interim PCAP form (electronic).
- Discern applicability of the WSP.
- Discover the available resources and support related to the Interim PCAP.
- Find resources to support this new process.

About SNSC

You can expect regular updates from the SNSC as we work together to best support VCH nurses, with a focus on recruitment and retention strategies, regularization of casual nursing hours, nurse education and training, season strategies and health service delivery initiatives.

Vancouver Coastal Health attendees:

- Allison Ho-Rewcastle, Interim Director, People Operations, VCH
- Lorraine Blackburn, Vice President, Professional Practice and Chief Clinical Information Officer, VCH

BC Nurses' Union attendees:

- David Ling, Coordinator, Labour Relations, BCNU
- Shelley Ward, Team Lead, Labour Relations, BCNU
- Gerald Dyer, BCNU Regional Council Member, Central Vancouver Region
- Kelly Zander, BCNU Regional Council Member, Central Vancouver Region
- Kath-Ann Terrett, BCNU Regional Council Member, Coastal Mountain Region
- Sara Mattu, BCNU Regional Council Member, Richmond-Vancouver Region

The next SNSC meeting is to be scheduled. An update to members will follow.

If you have any questions, please contact people@vch.ca or your BCNU steward.