

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

From: *Strategic Nurse Staffing Committee (SNSC)*

Date: *March 26, 2024*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Vancouver Coastal Health (VCH) met in January 2024, and discussed the following key priorities:

Clinical mentors

Clinical mentor positions were included in the Nurses' Bargaining Association (NBA) 2022-2025 collective agreement following an 18-month pilot. The positions were created in units, departments or programs the SNSC identified as those that would most benefit from such mentorship. Clinical mentors are primarily responsible for providing rapid, elbow-to-elbow clinical and practice supports, and working in conjunction with nurse educators to provide ongoing education for nursing staff. The positions are not intended to support unit workload and are allocated to health service delivery areas organized into three geographical communities of care: Coastal (Urban and Rural), Richmond, and Vancouver.

Clinical mentors are now being introduced more widely and SNSC focus is on allocation of the mentors. Here is the agreed-upon allocation for each Community of Care:

- Vancouver Acute (6.5 FTE)
- Vancouver Community (5.5 FTE)
- Coastal (11 FTE)
- Richmond (4 FTE)

Clinical Mentors Working Group progress update

The Clinical Mentors Working Group (CMWG) reconvened in September 2023, and is co-chaired by the BC Nurses' Union (BCNU) and the Health Employers Association of BC (HEABC).

The CMWG is developing standardized clinical mentor orientation and education materials in conjunction with health authority representatives. To date, a literature review and environmental scan has been completed and draft principles and core components of the orientation have been identified.

The working group gathered input at a workshop held last fall, and in February education experts were invited to share educational resources and provide feedback on the draft principles and core components. The working group aims to have a standardized curriculum for the clinical mentor orientation ready for May/June 2024.

The CMWG is also developing a training program for all clinical mentors that will be implemented following Ministry of Health approval.

Health Human Resources Strategy

VCH continues its work with the Ministry of Health to support and activate the government's long-term health human resources (HHR) plan. Learn more at [BC's Health Human Resources Strategy: Putting People First](#).

About SNSC

The SNSC purpose is to consult on nurse workforce planning including trends, activities and initiatives. 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, and health service delivery initiatives.

January 2024 SNSC meeting attendees

Vancouver Coastal Health:

- Allison Ho-Rewcastle, Director, Labour Relations, People Operations, VCH
- Wayne Balshin, Vice President, People
- Lorraine Blackburn, Vice President, Professional Practice and Chief Nursing and Allied Health Officer, VCH
- Tracy Taulu, Operations Director, Vancouver Acute, UBC Hospital and VGH Medical Daycare, VCH

BC Nurses' Union:

- David Ling, Coordinator, Labour Relations, BCNU
- Shelley Ward, Team Lead, Labour Relations, BCNU
- Gina Ramsay, Professional Practice Officer,
- Gerald Dyer, Regional Council Member, Central Vancouver Region

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