

**To:** *Members/Employees of Fraser Health Authority; BC Nurses' Union*

**From:** *Strategic Nurse Staffing Committee (FH-BCNU)*

**Date:** *May 26, 2023*

**Subject:** *Strategic Nurse Staffing Committee update*

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The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) met on Friday, March 3, 2023, and discussed the following key topics:

### **LPN Educators in Select Emergency Departments**

Two FTE LPN educators started temporary positions with the Emergency Network. The FH SNSC is happy to report that LPNs showed a strong interest in applying for these new roles.

These LPN educators will play a critical role in the following areas:

- Increasing LPN roles in the emergency department
- Establishing the Health Career Access Program in the emergency setting
- Implementing LPN Emergency Essentials education
- Health-care support worker orientation and transition support

### **New Specialty Perinatal and Cardiac Education Programs**

A new perinatal advanced training program began last November in the Surrey Memorial Hospital (SMH) family birthing unit. This 14-week program uses the nationally recognized Association of Women's Health Obstetrics and Neonatal Nurses (AWHONN) education content to provide nurses with increased access to perinatal advanced training, including:

- Perinatal Orientation and Education Program (POEP) modules
- Step 2 Education Breastfeeding modules
- Simulation and clinical consolidation module

A new cardiac education program commenced at RCH 2 North/South last fall to address RN competency for care of Level 2 cardiac patients. The program will be expanded to include units at Burnaby Hospital, Abbotsford Regional Hospital and Eagle Ridge Hospital, where Level 2 cardiac services are provided. The program consists of a cardiac dysrhythmia management prerequisite course followed by five weeks of full-time studies.

### **Retention**

The FH SNSC discussed ideas for retention, including:

- Establishing more .5 FTE positions
- Performing exit interviews to highlight areas of concern.
- Conducting staff interviews to determine intent to stay.
- Creating easier paths to self-scheduling and increasing the administrative support provided by FHA staffing services

### **Provincial Health Human Resources Coordination Centre (PHHRCC) – Overview of Committee and Role**

The PHHRCC is tasked with leading the implementation of the Provincial Health Human Resources (HHR) plan, which was published last year and contains 70 actions. Comprised of representatives from each health authority,

# JOINT MEMO



the First Nations Health Authority and the Ministry of Health, the PHHRCCR is tasked with ensuring the consistent application of the HHR plan throughout the province, with the goal of attracting, educating, and retaining health-care staff. Working groups develop and recommend action plans, which have now been implemented for:

- New Graduate Program
- Models of Care
- Internationally Educated Nurses (in progress)
- Community Integration of Clinical Exercise Physiologists

Frontline staff are engaged in the development of recommendations via working group participation or focus groups.

## **DID YOU KNOW?**

An SNSC objective is to review and respond to strategic nurse staffing concerns across Fraser Health. As a result of the COVID-19 recovery plan, the health authority has created more than 400 net new nursing positions in the OR, long-term care, primary care and public health.

## **BC Nurses' Union attendees:**

- Anastasia Brown (co-chair) – Team Lead, Labour Relations
- Mitch Freestone-Smith – Team Lead, Labour Relations
- Wendy Gibbs – co-chair Simon Fraser Region

## **Fraser Health attendees:**

- Monica Nicol (co-chair) – Executive Director, People Strategies
- Ken Casorso – Executive Director, Human Resources
- Kathy Scarborough – Director, Learning Strategy and Innovations

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