

JOINT MEMO



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

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

Date: *November 23, 2022*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) met on **Monday, September 12, 2022**. The committee discussed the following key topics:

Ridge Meadows Hospital (RMH) Staffing Update

In response to site congestion and workload, leadership at RMH have created additional unit clerk, care aide, and nursing positions to support patient care.

New Grad Update

As of September 12, 2022, all new graduate RNs and RPNs are hired into existing vacancies under Appendix X, providing full or part time regular hours in the first six months. These positions offer full benefits.

Eagle Ridge Hospital (ERH) and Royal Columbian Hospital (RCH) Positions

Leadership at Eagle Ridge Hospital and Royal Columbian Hospital recognizes the close relationship between the two facilities and acknowledges that some nurses are interested in formalizing this closeness through shared positions across the two emergency departments. To meet the interest, positions were created with sets alternating between the two sites. These positions were posted and are being filled. Fraser Health is looking for other similar opportunities to provide staff with structured experiences across multiple departments where staff may be interested in working.

- Six out of 10 posted positions have been filled.
- Positions have identical rotations at each site; staff work two sets at one site, then alternate to other site.
- Additional joint rotation and positions working between ERH ER and Tri-Cities UPCC were developed, and all five positions are filled.

Self-Scheduling Changes

SNSC has been discussing the effectiveness and accessibility of Self Scheduling throughout Fraser Health. Staffing Services offers a [Self-Scheduling Guideline](#) (note: link is to Fraser Health intranet) that allows groups of staff on a unit to combine and reorganize their schedules amongst themselves to enable a flexible schedule during three-month blocks of time.

SNSC members recognize the importance of flexibility for staff and understand the Self-Scheduling process is complex. To help it become more accessible, Staffing Services is seeking staff feedback. If you or your team are currently self-scheduling and have ideas for how to improve it – or, if your team was considering self-scheduling but chose not to pursue it – we'd love to hear from you. Please contact staffinghelpline@fraserhealth.ca with your thoughts or to schedule a quick discussion with a Staffing Services leader.

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DID YOU KNOW?

A SNSC objective is to review and respond to nurse staffing concerns across Fraser Health. As a result of the COVID-19 recovery plan, FH has created more than four hundred net-new nursing positions in OR, Long-Term Care, Primary Care, and Public Health.

BC Nurses' Union attendees:

- Sandra Goldstone (Co-Chair) – Coordinator, Labour Relations
- Chris Allison – Team Lead, Labour Relations
- Walter Lumamba – Regional Council Member, South Fraser Valley 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

The next SNSC meeting will be scheduled during **January 2023** and an update to members will follow.

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