

JOINT MEMO



To: Members/employees of Island Health; BC Nurses' Union (BCNU)

From: Strategic Nurse Staffing Committee (Island Health & BCNU)

Date: September 11, 2020

Subject: Committee Update

The Strategic Nurse Staffing Committee (SNSC), comprised of representatives from both Island Health and the BC Nurses' Union (BCNU), meets regularly to consult on Island Health nurse workforce planning including trends, activities and initiatives. At the July 22, 2020 meeting, the following key priorities for nurses were discussed:

COVID 19 Update: Surgical Renewal

Following the provincial government's May 7, 2020 announcement, plans were undertaken for the provincial surgical renewal plan with a goal to ensure that surgeries/procedures deferred due to the COVID-19 pandemic are recovered. For Island Health, this plan means that services will be extended, which may include opening up additional operating rooms, reducing summer slowdown, extending hours, and adding evenings and weekends. There are site-specific plans for CDH, CRH, CVH, SPH, VGH, and RJH.

Center/North Island Staffing

As staffing challenges continue in the North Island, discussions were held to review options of the regularization of positions. Opportunities to include some northern sites in the Baseline Optimization initiative that looks at regularizing positions and adjusting rotations were also discussed.

At the same time, Island Health is planning to expand critical care capacity by opening High Acuity Units at Nanaimo Regional General Hospital (NRGH). A commitment has been made for BCNU and Island Health leadership to discuss what opportunities are available for nurses.

MySchedule - Reboot

This project aims to streamline scheduling processes, redesign our service delivery model to best meet clinical needs, and to introduce new technology. Island Health is rebooting MySchedule after a several-month hiatus during which resources were redirected to support pandemic responses.

You can expect regular updates as SNSC continues to work together to identify ways to best support Island Health nurses with a focus on recruitment and retention strategies, regularization of nursing hours, nurse education and training, season strategies and health service delivery initiatives.

Strategic Nurse Staffing Committee members include:

- Sharon Torgerson, VP of People, Island Health
- Allison Turpin, Acting Director, Centre of Expertise, Island Health
- Sheila Leadbetter, Executive Director Geo 2, Island Health
- Jacquie Ferrier, Coordinator, Servicing, BCNU
- Jeannie Ball, Team Lead, Labour Relations Officer, BCNU
- Rachel Kimler, Regional Chair, Pacific Rim, BCNU

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The next committee meeting will be scheduled for Fall 2020 with another update to follow.

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