

JOINT MEMO



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

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

Date: January 31, 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.

During the meetings held in September and November 2019, the committee discussed key priorities for nurses:

- **Patient Care Assessment Process/Tool (PCAP/T)**

A trial was launched in early November; Island Health shared a demonstration.

- Units that participated in the trial:
 - Port Hardy Hospital – Rural Hospital
 - Campbell River & District General Hospital – Community Hospital
 - Cowichan Lodge – Mental Health & Substance Use
 - Royal Jubilee Hospital – Acute Med/Surg (4 North)
 - Victoria General Hospital – Acute Med/Surg (5A/B)

The intention is to expand the process/tool for use on other units across Vancouver Island in the coming months. A survey will be circulated to assess the tool.

- **Working Short Premium Preparations**

Discussion focused on alignment between PCAP/T and the application of the working short premium. A PCAP/T working group is underway to make improvements and roll out the PCAP/T and premium.

- **Recruitment & Retention of Nurses**

Island Health provided a presentation of recent efforts, planning and successes.

- **Baseline Optimization & Regularization of Nursing Positions**

Island Health provided an overview of assessments to date. Baseline nurse staffing is intended to increase in various services starting with various South Island acute services/units. A working group will formalize next steps. Discussion included the need for expansion of this initiative to Central/North Island services/units.

DID YOU KNOW?

Starting in the south, Island Health has begun regularizing workload through their Baseline Optimization initiative. Please note the following **nursing increases**:

- Victoria General Hospital – changes will result in at least 26 new regular positions
 - Six (6) acute care units will be adding 1 RN 24/7 to their regular baseline staffing.
 - One (1) acute unit will also be adding 1 RN 24/7 between October & March (seasonal).
- Royal Jubilee Hospital – changes will result in at least 37 regular positions
 - Two (2) acute care units will be adding 2 x RNs 24/7 to their regular baseline staffing.
 - Three (3) acute care units will be adding 1 x RN 24/7 to their regular baseline staffing.
 - Two (2) acute care units will be adding 1 x LPN 24/7 to their regular baseline staffing.

Vacancy postings in VIHIRE and other related processes, per the collective agreement, are coming to achieve these increases. Please watch closely for opportunities and changes.

You may expect regular SNSC updates throughout the year as we continue 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.

Committee members include:

- Dawn Nedzelski, Chief Nursing Officer, 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, BCNU Region Chair, Pacific Rim

The committee most recently met on January 28, 2020 with an update to follow.

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