

JOINT MEMO



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

From: *Strategic Nurse Staffing Committee (SNSC)*

Date: *April 2025*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Vancouver Coastal Health (VCH) met in January 2025 and March 2025, and discussed the following key priorities:

Infor (MyTime)

As of January, Workforce Scheduling Services reported that MyTime training has been ongoing and there was significant turnout at staff engagement sessions. Implementation will occur in phases and VCH will communicate go-live dates once testing is complete. Some units will have a hard-mounted clock. In the community, employees will be able to sign in virtually using an app on their phones. The vacation planning process will not change.

GoHealth

GoHealth was raised as a potential opportunity to support rural sites, specifically Bella Bella and Bella Coola. VCH met with GoHealth to discuss the program and criteria for participation. VCH will continue to gain more information about the support available.

Clinical Mentors

The SNSC has reviewed opportunities to support different units where vacancies occur. Discussions on work schedules continue.

Clinical Mentors Working Group

The Clinical Mentor Orientation Program Guide was submitted to the Ministry of Health on Jan. 21 for review and approval. The working group met on March 10, and no additional feedback had been received from the ministry. Follow up is occurring to confirm approval of implementation.

Internationally Educated Nurses (IENs)

The number of IENs at VCH has increased between 2022, when the program began, and 2024. The SNSC learned about the IEN program and the supports IENs are offered, including clinical mentors, educators, and skills days focused on understanding the health-care context in BC. Plans are underway to focus IEN support in such as qathet Regional District, Sechelt and Squamish. VCH remains committed to supporting IENs and ensuring they feel confident and integrated within the BC health-care system.

Union Leave

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Following SNSC discussions, BCNU has requested that VCH look into union leave requests which involve staffing, operations managers, RCMs and the Union Leave Team.

Data Analysis (by Unit)

Data from three VGH departments, which included high-acuity trained nurses, were reviewed with the intention of understanding the supports available on these units.

About SNSC

The purpose of the SNSC 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 and March 2025 SNSC meeting attendees

Vancouver Coastal Health members:

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

BC Nurses' Union members:

- Anastasia Brown, Coordinator, Labour Relations (co-chair)
- Gina Ramsay, Professional Practice Officer
- Susan Colton, Team Lead, Labour Relations
- Gerald Dyer, Central Vancouver Regional Council Member (January)
- Kristina Hernandez, Central Vancouver Regional Council Member and Sara Mattu, Richmond Vancouver Regional Council Member (March).

The next SNSC meeting is yet to be scheduled and an update to members will follow.

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