

# JOINT MEMO



**To:** *All nurses across PHSA*

**From:** *Strategic Nurse Staffing Committee*

**Date:** *December 4, 2020*

**Subject:** *Committee Update*

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As part of the Strategic Nurse Staffing Committee (SNSC) for the Provincial Health Services Authority (PHSA), BCNU and PHSA representatives continue to meet regularly to discuss trends, issues and initiatives related to strategic nurse workforce staffing and planning.

The two parties have met several times since January 2020 to review and assess staffing data, including baseline and relief needs for programs across PHSA. This has resulted in an increase in FTEs and/or positions in various programs across PHSA. In addition to this review, the parties have also identified increased nurse staffing needs due to COVID-19.

## **Celebrating Our Success**

Over the past year, BCNU and PHSA have collaborated on measures to support the delivery of safe patient care:

- Ten new regular full time positions were added at Health Link BC.
- Seventy-six contact tracing nurses (51.2 FTEs) have been hired to support COVID-19 efforts.
- Many correctional centers have assessed and addressed their staffing needs with rotation changes, increased FTEs and focused recruitment efforts to fill vacant lines and hire additional casuals. Work is ongoing between the parties to address staffing needs.
- BC Cancer - Surrey added three permanent RNs, four LPN positions and a Clinical Nurse Educator position (.50 FTE) to support its chemotherapy expansion.
- BC Cancer – Vancouver ACU increased staffing with two part-time RN's and ACCU added four part-time RN's and two full-time RN positions.
- BC Cancer – Victoria increased its baseline staffing with an additional ten nursing FTEs.
- Nurses across PHSA are supporting the Pandemic COVID-19 efforts by taking on the temporary contact tracing role with BC Centre for Disease Control. 26 PHSA staff from across all sites and inclusive of appropriate DTAs combined with 56 external nurse hires are continuing until March 31, 2021 to make a significant contribution to one of the most critical provincial strategies.
- The Provincial Surgical Services Initiative continues to provide opportunities for training and new nursing positions. BC Children's Hospital & BC Women's Hospital secured a significant number of additional training seats for specialty nurses based on the expected increased surgical services for both BC Children's and BC Women's.

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## Next Steps:

- The parties continue discussions regarding service delivery changes in various areas at CW ie. Low Risk Birthing and Perinatal Substance Use Services to facilitate awareness and opportunities for collaborative nursing strategies.

## Our SNSC committee members are:

- Carolin Bleich, BCNU Servicing Coordinator PHSA/PHC
- John Ginther, BCNU Team Leader PHSA/PHC
- Claudette Jut, BCNU Regional Chair PHSA
- Lynn Coolen, Director Talent Acquisition, PHSA
- Cheryl Davies, Chief Operating Officer, BC Women's & BC Children's Hospital
- Christie Diamond, Corporate Director, Academic Education, PHSA

The parties will meet over the next two months to complete a review of staffing data and identify any areas that require concerted efforts to address short-term and long-term staffing needs.

The next meeting of the SNSC is December 8, 2020. If you have any questions, please contact your HR Business Partner or BCNU steward.