

JOINT MEMO



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

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

Date: *December 11, 2020*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) met on **Thursday, October 1st, 2020**.

The committee discussed the following key topics:

In-House Education

To address the shortage in specialty nursing seats, FH developed in-house specialty educational pathways to complement existing specialty training programs offered at BCIT. In September 2020, FH launched two new pathway programs that commenced in Critical Care and Emergency settings. PACU program will be launched in January 2021 – curriculum is still in the selection and validation process.

The programs align with Nursing Policy Secretariat recommendations to create entry pathways for nursing final practicum students into specialized domains of practice and provide ongoing career development opportunities to support practice and engagement.

To support this process, we have created eight net new clinical nurse educator positions and three net new Simulation CNE roles ED 2 for a total of 11.

Critical Care

The Critical Care Pathway utilizes the Association of Critical Care Nurses Essentials of Critical Care Orientation (ECCO) program modules. It also utilizes Mosby's ECG 3.0 course, supplemented with clinical simulation learning, and clinical practicum. Of a total 18 seats, 16 were filled for the September 28, 2020 start. This first cohort completes December 24, 2020. FH is still utilizing all available BCIT seats as per our previous commitments with the Ministry of Health and BCIT.

Emergency

The Emergency Pathway utilizes the Emergency Practice, Interventions and Care, Canada (EPICC) Curriculum, recognized by National Emergency Nurses Association (NENA). This pathway also includes ECG 3.0, ACLS and resilience training. In addition, the learning is blended with clinical simulation labs and instructor supported preceptorship shifts. 14 out of 18 seats were filled when the program started on October 13, 2020. It completes December 18, 2020. The program prepares nurses to care for patients in acute and monitored care and to be considered emergency qualified.

There will be additional education in Resuscitation and Trauma practice. The timing of this phase depends on nurses' readiness and comfort level as well as the context at the site – some sites may need people trained at this level right away, while other larger sites are not scheduling the nurse in Resus trauma for 18 months to 2 years.

Mastery level will be supported to complete the ED Nursing CNA certification. As per our commitment for ED training, we are still fully utilizing our BCIT seats.

COVID Recovery Positions

254 nursing hires have been added to support Fraser Health COVID recovery, primarily in the areas of Public Health, Primary Care and Long Term Care.

Langley Memorial Hospital ED Joint Working Group

A joint working group was formed in August 2020 consisting of eight members – four from BCNU & four from the employer. The working group has had two meetings to date with many strong suggestions in progress for local level improvements.

Relief Pool Information

12 regular relief pools have been created with a net new addition of 60 nursing positions. There are 36 full time and 24 part time positions. These relief pools are in our three tertiary critical care units and nine medical surgical areas.

Professional Responsibility Form (PRF) Information

Ken Casorso and Monica Nicol – employer will review all outstanding PRFs (pre April 2019). A separate meeting will be scheduled to review this information and then it will be determined how to respond to those who submitted PRFs.

DID YOU KNOW?

One of the shared objectives of the Strategic Nurse Staffing Committee (SNSC) is to review and respond to nurse staffing concerns across Fraser Health. As a result of the COVID-19 recovery plan, Fraser Health has created more than four hundred net new nursing positions in OR, Long-Term Care, Primary Care, and Public Health.

BCNU attendees:

- Sandra Goldstone – Coordinator, Servicing
- Cory Mizuyabu (Co-Chair) – Coordinator, Servicing
- Wendy Gibbs – Regional Co-chair, Simon Fraser Region

FHA attendees:

- Ken Casorso – Executive Director, Human Resources
- Monica Nicol (Co-Chair) – Executive Director, People Strategies
- Kathy Scarborough – Director, Professional Practice

The next SNSC meeting was scheduled for **Thursday, December 3rd, 2020** and an update to members will follow.

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