

# JOINT MEMO



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

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

**Date:** *May 27, 2021*

**Subject:** *Strategic Nurse Staffing Committee update*

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The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) met on **Thursday, February 4, 2021**.

The committee discussed the following key topics:

### **Langley Memorial Hospital (LMH) - Emergency Department Joint Working Group**

A joint working group comprised of BCNU members & LMH employers/support staff met twice from December 2020 to February 2021. Following these meetings, a new self-scheduling rotation process was implemented, including an additional three RNs scheduled 24/7, along with additional clerical and health care assistant support for the new Emergency room. The SNSC members are appreciative of the collaboration among the staff and managers in this working group in reaching this positive outcome to support staffing levels and patient care in this critical unit.

### **Surrey Memorial Hospital - Emergency Department Joint Working Group**

The joint working group met twice from December 2020 to February 2021. There is ongoing dialogue among the group members and developments will be shared in upcoming SNSC updates.

### **Resiliency Education**

This education is built into the new FH Critical Care and Emergency Nursing Programs. This session is led by the FH Culture Transformation Team and is highly valued by nurses transitioning into critical care and emergency specialized roles.

### **Grads – New Programs**

The *New Graduate (NG) Transition Program*, which supports entry to practice for newly graduated nurses, is moving towards a customized approach to address competencies specific to entry level practice in surgery and medicine units. The program is for all new graduates hired to FH. As they transition to practice, new graduate nurses are funded for 121 hours of mentor-supported supernumerary time. The NG transition team is working to customize resources pertaining to specific care areas so new nurses know how and where to focus their time. If needed, new graduate nurses can access practice support and additional supernumerary hours.

The next areas of focus for new grad support are Long-Term Care and Emergency Nursing. Nurses new to practice will have improved road maps for competency development and associated opportunities for clinical professional development. New graduate hours will be tailored to support workshops based on themes identified as a need by new nurses in the practice area.

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## **DID YOU KNOW?**

A SNSC objective is to review and respond to nurse staffing concerns across Fraser Health. As a result of the COVID-19 recovery plan, FH 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

## **FH attendees:**

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

The next SNSC meeting is scheduled for **Thursday, June 3, 2021**, and an update to members will follow.

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