

To: *Employees of Fraser Health (FH) Authority; BC Nurses' Union (BCNU) members*

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

Date: *April 7, 2022*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) met on **Thursday, February 4th, 2022**.

The committee discussed the following key topics:

COVID Response

FH continues to schedule over 100 nursing staff a day to support immunizations in 19 different locations. As immunizations decrease, some clinics and testing centres will close, and nurses will return to their home units. The SNSC recognizes this return should assist in managing further staffing challenges due to the COVID-19 response. Over 500 RNs and LPNs were hired in 2021 to assist with the response, and FH is working to retain these new hires.

Education Seats

FH currently sponsors over 500 RNs a year into a variety of specialized education programs via BCIT or FH in-house programs in ER or Critical Care. These in-house programs, based on nationally recognized curriculum, meet the criteria for qualification differential outlined in the Collective Agreement.

Emergency Room - Nursing Flex Positions

Hiring and retaining float staff for smaller facilities in places like Chilliwack or Fraser Canyon is an historical challenge due to the smaller staff complements and irregular backfill requirements. Discussions are set to consider the possibility of implementing flex positions.

Posting of External Positions

Nurses have told BCNU and FH that some postings of career opportunities are missed. As these vacancies go unfilled, further staffing challenges remain. To allow FH employees an opportunity to access vacancies, the SNSC is clarifying the process for vacancies: If any unit or program does not have qualified applicants to an internal posting, the posting will change to external. If you missed an original posting or would like to see what is available, please go to <https://careers.fraserhealth.ca>.

DID YOU KNOW?

The SNSC reviews and responds to nurse staffing concerns. As a result of the COVID-19 recovery plan, FH has created over 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

JOINT MEMO



FH attendees:

- Ken Casorso – Executive Director, Human Resources
- Monica Nicol (Co-Chair) – Executive Director, People Strategies
- Kathy Scarborough – Director, Learning Strategy and Innovations

The next SNSC meeting is scheduled for **April 11th, 2022** and an update to members will follow.

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