

# JOINT MEMO



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

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

**Date:** Tuesday, August 4, 2020

**Subject:** Strategic Nurse Staffing Committee update

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The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) and BCNU met on **Thursday, June 4, 2020**. Committee discussion included:

## **Casual Survey**

Fraser Health surveyed all casual RNs, RPNs, and LPNs between November 22 and December 20, 2019. The purpose of the survey was to better understand the demographics, and to gain further insights into employee's career motivations and goals. The survey response rate was 25%; approximately 890 employees. Nurses who completed the survey were from a wide variety of sites and practice areas.

Here is a snapshot of what was learned from the survey:

- 57% of the total respondents are within the Generation Y/Millennial demographic.
- 67% of nurses who completed the survey have worked for less than 5 years as a casual staff member.
- 34% of nurses who completed the survey said they would take a part-time regular position if available.
- 60% of nurses would pick up an additional shift every month if given the short notice premium.

## **Surgical Training and Recovery**

Surgical recovery has started. Weekly provincial reports show each HA how recovery is progressing since the COVID-19 pandemic began; FH was the first health authority in BC to initiate recovery of cancelled surgeries for the past two reporting periods.

Nurses are re-enrolled in education programs across almost all FH surgical sites, following a hiatus due to the pandemic response. We will be offering even more education seats for OR nursing once final surgical operations plans for the next phase are finalized. FH is employing a combination of the in-house Association of Perioperative Registered Nurses (AORN) Periop 101-based program, and a newly established BCIT OR training program using the AORN curriculum. We are building our training capacity for OR RNs and LPNs.

## **Creative Staffing Strategies**

The committee discussed opportunities and required processes to reduce the time taken to hire new nurses, and to support new staffing strategies created in the new collective agreement. The committee is considering opportunities to implement seasonal rotations at some pilot sites again in the fall.

Implementation and trial of the Casual Availability Bonus is also under discussion with three emergency departments in response to concerns that were raised. The committee is continuing to work collaboratively to respond to concerns.

## **DID YOU KNOW?**

One of the shared objectives of the committee is to review and respond to nurse staffing concerns across Fraser Health.

As a result of the COVID-19 recovery plan, nearly two hundred new nursing positions have been created in the OR, long-term care, and public health settings. These regular positions will be posted in the upcoming months.

To support full staffing on the units, 12 additional regular relief pools have been created, adding 60 new nursing positions on selected units.

The following representatives attended the committee meeting:

### **BCNU:**

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

### **FHA:**

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

### **Guest:**

- Tammy MacDonald – Leader, People Strategies

The next SNSC meeting is scheduled for **August 6, 2020**.

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