

JOINT MEMO



To: All NBA members; all managers

From: Strategic Nurse Staffing Committee (SNSC)

Date: January 29, 2020

Subject: Committee meeting update

As part of the Strategic Nurse Staffing Committee (SNSC) for the Providence Health Care (PHC), BCNU and employer representatives continue to meet regularly. The two parties are reviewing work now underway in preparation for the introduction of the working short premium, to be in effect April 1, 2020.

Since the previous memo on October 16, 2019, the SNSC has met twice to assess regularization data from the last two years. Through its review, the committee will be jointly assessing different worksites and units within PHC to recommend appropriate staffing improvements to reduce the utilization of the working short premium.

Committee Update

Clinical Systems Transformation (CST)

PHC is focusing on the implementation of Clinical Systems Transformation (CST) and the first go-live period which commenced November 16, 2019, had a successful implementation. Work is underway to support the second go-live period for approximately 120 ambulatory clinics and residential care.

Patient Needs Assessment

The committee will work closely to ensure the appropriate workload assessment processes are in place in advance of April 1, 2020. PHC will be adapting and utilizing the Vancouver Coastal Health (VCH) patient care assessment and assignment tool. This tool will be introduced on select units starting in January/February 2020 as part of a consultation and validation phase, then modified prior to implementation across PHC. Six units have been selected for the validation phase: three acute medicine, one mental health, one surgical and one critical care. Education sessions for staff on these units commenced on January 16, 2020.

Celebrating Our Success

- Recruitment Speed Hiring - occurred over the span of one week in September and resulted in approximately 40 nurses being hired for the medical/surgical areas. A further 16 LPNs have been hired into the casual pool. The next hiring fair is planned for the week of February 17, 2020.
- Pre-booking process has been updated to ensure a more efficient and timely process in filling vacancies.
- Maternity unit meetings are ongoing regarding recruitment and retention and recently filled 6 vacancies.
- Seasonal positions and other creative scheduling options are currently being explored across PHC.

Next Steps

The SNSC will review staffing data for units and programs in order to discuss staffing strategies, particularly as it relates to the Working Short Premium. This review will include relief modelling, supported with data related to relief not found and non-regularized hours. In addition, the committee will review the new MOA relating to the Professional Responsibility process and discuss themes and trends of outstanding professional responsibility issues.

The parties have agreed to schedule the SNSC meeting on a monthly basis for a specified period of time to ensure work is underway in advance of the April 1, 2020 working short premium.

SNSC will ensure that operational leaders and other subject matter experts are consulted and invited to participate in meetings to support the review.

The next SNSC meeting is February 21, 2020.

JOINT MEMO



Committee members are:

- Leanne Heppell, Chief Operation Officer Acute Care and Chief of Professional Practice and Nursing
- Candy Garossino, Director, Professional practice and Nursing
- Tammy Young, Executive Director, People
- Carolin Bleich, BCNU Servicing Coordinator PHC/PHSA
- John Ginther, BCNU Team Leader PHC/PHSA
- Meghan Friesen, BCNU Regional Chair

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