

JOINT MEMO



To: *All members; all managers*

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

Date: *October 16, 2019*

Subject: *Committee Progress Underway*

Providence Health Care (PHC) and the B.C. Nurses' Union (BCNU) have a shared commitment to addressing staffing needs. In bargaining, the parties agreed to establish a Strategic Nurse Staffing Committee (SNSC). The purpose of the SNSC is to consult on nurse workforce planning including trends, activities and initiatives at the health authority level.

The committee for PHC met in its entirety for the first time on Friday, September 13, 2019.

Representing the BCNU were:

- Andrea Rauh (for Meghan Friesen, Regional Chair)
- Carolin Bleich, Coordinator, Servicing
- John Ginther, Team Leader, Servicing

Representing PHC were:

- 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

In the short term, the committee work will be to prepare for the Clinical Systems Transformation (CST). In addition to that, the committee will also be preparing for the implementation of the working short premium to be introduced April 1, 2020. The committee will work closely to ensure the appropriate workload assessment processes are developed and ready for use prior to April 1, 2020.

The committee will be reviewing staffing data for units and programs across PHC to ensure staffing requirements support patient care needs. Through this review the committee will assess different areas to determine if improvements can be recommended to reduce the use of the working short premium.

Additional initiatives to be reviewed include the regularization of hours, recruitment and retention strategies and relief needs. The committee will ensure that operational leaders and other subject matter experts are consulted and invited to participate in meetings to support the review.

The next meeting is scheduled for November 8, 2019.

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