

JOINT MEMO



To: All NBA members; all managers of nursing departments

From: Strategic Nurse Staffing Committee (SNSC)

Date: March 2, 2020

Subject: Committee Update

The Strategic Nursing Staffing Committee (SNSC), comprised of representatives from Northern Health (NH) and the BC Nurses' Union (BCNU), meets regularly to consult on Northern Health nurse workforce planning including trends, activities and initiatives.

The committee last met on February 6, 2020 to discuss long- and short-term staffing strategies in NH. Here are some of the key discussion points during that meeting:

1. Northern Health and BCNU meet regularly regarding the Patient Care Assessment Process. Front line staff and leadership have attended education sessions at local sites with more sessions scheduled in the future.

Nurses may email feedback to:

- BCNU: NHAptcaretool@bcnu.org
- NH: professionalpractice@northernhealth.ca

2. Discussion is underway regarding the expansion of the Travel Nurse Program with a goal of increasing positions on this exciting team.
3. Recruitment continues for a regular float pool in Prince George at UHNBC. Six of ten positions have been filled to date.

NH is expanding their recruitment strategies. Employees can receive up to \$1,500 for a new employee referral. For more information, visit the Employee Referral Program page on [OurNH](#) or contact the Recruitment Department at Recruitmentsupport@northernhealth.ca

4. Recent specialty education opportunities posted on [OurNH](#) were also sent to employees Northern Health email account.
 - New opportunities arise throughout the year to align with course intakes - please check internal postings regularly if you are interested.

You can expect regular updates from the SNSC throughout the year as we continue to work together to identify ways to best support nurses in the North, with a focus on recruitment and retention strategies, regularization of casual nursing hours, nurse education and training, seasonal strategies and health service delivery initiatives.

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Committee members are:

- Jennifer Mark, Acting Coordinator, Servicing, Co Chair, BCNU
- Lesley Ash, Regional Director, Workforce Optimization
- Danette Thomsen, Regional Chair, BCNU
- Tim Werry, Labour Relations Officer, BCNU
- Angela DeSmit, Chief Operating Officer, Northeast HSDA
- Donna Porter, Lead, Professional Practice

The next committee meeting is March 3, 2020.

If you have any questions, please contact your Human Resources Advisor or local Steward.