

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

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

Date: *September 2, 2022*

Subject: *Strategic Nurse Staffing Committee update*

The Strategic Nurse Staffing Committee (SNSC) for Fraser Health (FH) met on **Monday, June 6, 2022**. The committee discussed the following key topics:

Staff Surveys

Two surveys completed:

- 1) LPN to RN Bridging Survey (March 2022)
 - 932 LPNs responded (30%)
 - 96% would be interested in a Health Authority sponsored education bridging program
 - 93% would be interested in working in a specialty area with ER and OR the top two areas
 - Financial, time commitment and time off work were top potential barriers
 - Results shared with both Ministry of Health and Fraser Health Learning Departments

- 2) New Grad RN Survey – what are barriers to accepting regular employment? (April 2022)
 - 491 new grads surveyed
 - 78 responded (17%)
 - Respondents from all sites and practice areas
 - 47% hold regular positions; 20% temporary; 33% casual
 - 92% are in desired FTE
 - 70% of casuals would accept regular position for .7 FTE or higher
 - 91% would consider working in a specialty area

Cross Site Rotations / Lines

Eagle Ridge Hospital (ERH) is trialing two unique rotations with existing ER staff.

- 1) The first is a one cross site rotation in which 10 positions mirror others, and staff work two sets in RCH and then two sets in ERH. There will always be one ERQ nurse 24/7 in both departments. There are still a few part time positions available on the FH external posting board.

- 2) The second unique opportunity is for an ER trained nurse to work part time in the ERH ER and part time with the Tri Cities Urgent Primary Care Clinic. One position is still available – please check the FH external posting board.

If you have additional suggestions for cross site or cross department rotations, please contact your worksite BCNU steward, or FH People Strategies Leader, Tammy MacDonald, at tammy.macdonald@fraserhealth.ca.

Fraser Canyon Recruits | Education | Staff Engagement

A new rural emergency education program started in July at Fraser Canyon Hospital using recognized curriculum through the Canadian Emergency Nurses Association (CENA). This unique program includes a combination of theory modules, weekly interprofessional simulation activities, clinical rounds and consolidation scheduled over six months. Staff were engaged in the design and launch of the program and are excited for its rollout. All department staff are enrolled!

Educators will provide support 7 days a week. Nurses who complete all components of the program will earn an emergency nursing certificate. Stay tuned for more updates as this exciting program rolls out!

DID YOU KNOW?

A SNSC objective is to review and respond to nurse staffing concerns across Fraser Health. As a result of the COVID-19 recovery plan, FH has created more than four hundred net new nursing positions in OR, Long-Term Care, Primary Care, and Public Health.

BCNU attendees

- Sandra Goldstone (Co-Chair) – Coordinator, Servicing
- Anastasia Brown – Team Lead, BCNU/FH
- Walter Lumamba – Regional BCNU Council Member, South Fraser Valley Region

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 **September 12, 2022**, and an update to members will follow.

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