

**PROVINCIAL NURSING COMMITTEE**  
**September 20, 2006: 1000-1600**  
**Finance Boardroom, T.C. Douglas Building**

**RECORD OF DECISIONS**

**Present**

Co-Chair: Lynn Digney Davis, Chief Nursing Officer  
Co-Chair: Marlene Smadu, Associate Dean, College of Nursing, University of Saskatchewan  
Judy Denniss, Service Employees International Union, Local 333  
Bob Allen, Executive Director, Registered Psychiatric Nurses Association of Saskatchewan  
Jean Morrison, Vice President, Performance Management and Chief Nursing Officer, Saskatoon Regional Health Authority  
Carrie La Vallie, Director of Health Sciences, First Nations University of Canada  
Donna Brunskill, Executive Director, Saskatchewan Registered Nurses Association  
Byron Pointer, Saskatchewan Association of Health Organizations  
Chris Bailey, Executive Director, Saskatchewan Association of Licensed Practical Nurses  
Joan Sawatzky, Acting Dean, College of Nursing, University of Saskatchewan  
Rose Isbister, Canadian Union of Public Employees  
Raman Visvanathan, Executive Director, Institutions Branch, Advanced Education and Employment  
Netha Dyck, Dean of Nursing, Saskatchewan Institute of Applied Science and Technology  
Barbara Jiricka, Vice President, Integrated Health Services, Prairie North Regional Health Authority  
Jane Lindstrom, Vice President, Human Resources, Regina Qu'Appelle Health Region  
Peter Vaughan, Facilitator  
Bonnie Blakley, Executive Director, Workforce Planning Branch, Saskatchewan Health; Co-Chair for the Provincial Health Workforce Steering Committee  
Lauren Donnelly, ADM, Saskatchewan Health

**Absent**

Representative for Saskatchewan Government Employees Union  
Representative for Saskatchewan Union of Nurses

**1. Welcome and Introductions**

- Members provided their reasons for participating and stated what they hoped to accomplish.

**2. Review of Terms of Reference and Workforce Action Plan Vision**

Decision:

- Terms of Reference were reviewed and accepted with adjustments to be made.

Key Adjustments:

- Appointment is for 2-3 years to ensure some overlap. Members are to indicate their preference.
- No designates. If unable to come to the meeting, members are to review the materials in advance and provide input.
- Decision-making is per consensus.
- Under "11. Membership", change Judy Denniss, Service Employees International Union, Local 33 to Judy Denniss, Service Employees International Union, Local 333.

### **3. Rules of Engagement**

- Guidelines that assist the committee to work cooperatively and efficiently were discussed. A summary sheet will be circulated to the committee.

#### Decision:

- Materials handed out prior to the meeting are intended for members only and may be shared internal to members for information purposes and deliberations.
- Minutes will be shared with external groups once approved by the committee.

### **4. Review of Statistics**

- Information was reviewed by the committee.
- Members were asked to contribute any information that they may have access to and can share.

### **5. Criteria for Prioritizing Initiatives**

- Prioritization is to be assisted by the Health System and Health Human Resources Conceptual Model, included in the Workforce Action Plan.
- Saskatchewan Health will distribute information on the model. Members are to give thought to how initiatives fit within the model and what priority to assign.

### **6. Review of the Program Proposals**

- The committee reviewed and made changes to programs aimed at recruiting and retaining nurses. Adjustments were made. Revised drafts will be provided for the committee to review prior to the next meeting.
- These proposals will also be discussed at the Provincial Health Workforce Steering Committee.

Decision: Guidelines for the programs are to be consistent with both committees.

#### **6.1 Relocation Grant**

##### Decision:

- A relocation grant aimed at recruiting nurses to Saskatchewan and to build capacity was approved to commence in conjunction with the official announcement of the recruitment agency.

##### Key Adjustments:

- Return of service commitments are to be served consecutively (one after the other), not concurrently.
- Each 12-months full time equivalent return of service commitment must be served over a maximum of three years.

##### Proposed Target:

- Target 250 nurses over two years.

## **6.2 Conditional Grant**

### Decision:

- A conditional Grant aimed at recruiting nurses to northern, rural, and hard to recruit positions in Saskatchewan and to build capacity was approved to commence in conjunction with the official announcement of the recruitment agency.

### Key Adjustments:

- Applicants may receive both a conditional grant and a relocation grant
- Enhance the conditional grant to have an increased fund for a two year return in service option
- Further clarify rural and hard to recruit locations.

### Proposed Target:

- Target 150 nurses over two years (75 internal applicants, 75 external applicants)

## **6.3 Finder's Incentive**

### Decision:

- Deferred. Discussion tabled for further work.

### Key Adjustments:

- Change name to read "Word-Of-Mouth" incentive.

## **6.4 Specialty Training Proposals**

### Decision:

- Deferred. Discussion tabled for further work.

## **7. Summary of Deliberations**

- This first meeting was focused on repatriation of Saskatchewan nurses and building capacity through a relocation grant and a conditional grant.
- The recruitment and retention dollars are not intended for funding an increase in seat capacity. The committee may discuss seat capacity and provide thoughts and recommendations to those responsible for creating seat capacity in the province.
- The committee will work on identifying priority issues from the Workforce Action Plan and look at initiatives that can be moved on quickly as well as those that are more long term for the recruitment and retention of nurses.
- There is a commitment to action.

## **8. Circling**

- The committee agreed that the meeting was a good start with good discussion. Members are looking forward to working on the long-term bigger picture.
- Need to examine "A Conceptual Framework for Health Human Resource Planning" by Gail Tomblin-Murphy for the next meeting to ensure that supply, production, management organization & delivery, financial resources, utilization, deployment are incorporated.
- Possible dates for next meetings will be sent out.

## **9. Adjournment**