



First Nations Health Authority  
Health through wellness

# Recruitment & Retention for Nurses

**Gathering Wisdom for a Shared Journey VI**  
**Thursday, Oct 24 2013**



# OUTLINE

1) Scope of Practice

2) Work Descriptions

3) Quality Practice Environment

4) FNHA Resources



## SCOPE OF PRACTICE

- *Description: Scope of practice denotes the authorized activities of Registered Nurses. The legislation of nursing practice states the authorized nursing activities in detail; which is also accompanied by CRNBC standards and limits.*

*What does this means to you?*



## SCOPE OF PRACTICE

- Licensed Practical Nurse (LPN) and their limitations
  - College of Licensed Practical Nurses of BC:  
[www.clpnbc.org](http://www.clpnbc.org)
  
- Emergency Responders
  
- CRNBC Web Course:
  - ❖ Professional Standards for Nursing Practice  
<https://www.crnbc.ca/PracticeSupport/Pages/Default.aspx>



## SCOPE OF PRACTICE

**Home Care**

**Community  
Health  
Prevention**

**Community  
Health  
Primary Care**



## WORK DESCRIPTION

### Essential Qualifications

- ✓ Title
- ✓ Reporting Relationship
- ✓ Purpose
- ✓ Activities
- ✓ Education & Training
- ✓ Special Requirements
- ✓ Bona Fide Occupational Requirements

### Asset Qualifications

- Nice to have's
- Community based
- Personnel characteristics
- Certifications



## WORK DESCRIPTION

- Highlight clear expectations
  - community expectation
- Up to date
- Handout
- Interview and reference assistance

A Nurse is a Nurse is a Nurse!....Not!



# QUALITY PRACTICE ENVIRONMENT

## Professional Standards (CRNBC)

*“Nurses:*

*The Professional Standards are used by registered nurses and nurse practitioners to:*

- ❖ Better understand their professional obligations*
- ❖ Support their own continuing competence and professional development*
- ❖ Explain what nursing is and what nurses do*
- ❖ Advocate for changes to policies and practices*
- ❖ Define and resolve professional practice problems*
- ❖ Include in nursing education courses/programs”*

<https://crnbc.ca/Standards/Lists/StandardResources/128ProfessionalStandards.pdf>





# QUALITY PRACTICE ENVIRONMENT

## Professional Standards (CRNBC)

*“Employers*

*Employers can use the Professional Standards to develop systems that support nurses to meet CRNBC’s Standards of Practice.*

*Examples include:*

- ❖ *Developing job descriptions that identify expectations for practice*
- ❖ *Developing orientation programs*
- ❖ *Creating performance appraisal tools”*

<https://crnbc.ca/Standards/Lists/StandardResources/128ProfessionalStandards.pdf>



# QUALITY PRACTICE ENVIRONMENT

## Framework

- Workload Management
- Nursing Leadership
- Control Over Practice
- Professional Development
- Organizational Support

<https://www.crnbc.ca/Standards/practiceresources/Pages/practiceenvironments.aspx>



## QUALITY PRACTICE ENVIRONMENT

- Manage community expectations
- Communication
- Work Safe BC
- Protection control procedures
- Correct Job tools
- Program abilities
- Salary & Benefits
- Residence



# First Nations Health Authority Resources

## Clinical Nurse Specialists

### Maternal Child Health

- Melissa Housty

*W: 604-666-2831*

*Email: [melissa.housty@fnha.ca](mailto:melissa.housty@fnha.ca)*

### Chronic Disease & Healthy Living

- Bernice Johansen

*W: 250-713-5865*

*Email: [bernice.johansen@fnha.ca](mailto:bernice.johansen@fnha.ca)*

### Adolescent Mental Health

- Christine Westland

*W: 604-666-1657*

*Email: [christine.westland@fnha.ca](mailto:christine.westland@fnha.ca)*



# First Nations Health Authority Resources

## Transfer Nursing & Management Team

### Transfer Nursing Manager

- Candice Corston

*W: 604-666-1662*

*Email: [candice.corston@fnha.ca](mailto:candice.corston@fnha.ca)*

### Transfer Nursing Management and Practice Consultant:

- Rose Marie James

*W: 250-256-7773*

*Email: [rosemarie.james@fnha.ca](mailto:rosemarie.james@fnha.ca)*

- Fiona Macleod

*W: 250-868-8901*

*Email: [fiona.macleod@fnha.ca](mailto:fiona.macleod@fnha.ca)*



# First Nations Health Authority Resources

## Home & Community Care Team

### Home & Community Care Manager

- Elizabeth Pearce  
*W: 250-246-8932*  
[elizabeth.pearce@fnha.ca](mailto:elizabeth.pearce@fnha.ca)

### Home Care Nurse Advisors

- Rea Bixby  
*W: 250-754-4824*  
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- Barbra Narsaiya  
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# Questions & Discussion