



Date: 21/03/2019

AGENDA ITEM SUMMARY

To: Chair and Directors, Cariboo Chilcotin Regional Hospital District

And To: John MacLean, Chief Administrative Officer

From: Alice Johnston, Manager of Corporate Services/Deputy CAO

Date of Meeting: Cariboo Chilcotin Regional Hospital District_Mar22_2019

File: Hospital

Short Summary:

Request from Interior Health for Financial Recruitment Incentives

Voting:

Corporate Vote - Weighted

Memorandum:

Interior Health has actively been trying to recruit nurses to assist with the shortage of nursing staff at Cariboo Memorial Hospital (CMH) that has resulted in the shutdown of maternity services at this hospital. Interior Health is in need of extra nurses at CMH from April 1st to mid/end of May to address this issue but has been unable to entice nurses to leave their home communities and relocate on a temporary basis.

A financial incentive of \$250/week per nurse could be the difference in maternity services being offered in Williams Lake for those six to eight weeks. This item is included at late publishing due to the time sensitivity of the subject matter and is presented for the Board to discuss and consider carefully.

Attachments:

None

Financial Implications:

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Policy Implications:

Typically, the CCRHD funds 40% of approved capital purchases and contributes an established amount of funds to organizations that specialize in recruitment efforts rather than providing financial incentives directly to IH staff.

Alignment with Strategic Plan:

- Ensuring Sufficient and Sustainable Funding
- Building on our Relationships

- Providing Cost Effective High Quality Services
- Focusing on Being Well Governed

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CAO Comments:

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Options:

- 1) Receipt and authorize funding as requested;
- 2) Receipt only.

Recommendation:

That the agenda item summary from Alice Johnston, Manager of Corporate Services/Deputy CAO, dated March 21, 2019, regarding the possibility of assisting the Interior Health Authority with financial incentives to attract nurses to the Cariboo Memorial Hospital on a temporary basis from April 1, 2019 to mid/end of May 2019, be received. *Further action at the discretion of the Board.*