

LETTER OF UNDERSTANDING "M"

COMMUNITY NURSING – ONE NURSE HEALTH CENTRES PROJECT

This Letter of Understanding is established to create additional support positions in each of the communities of Beaver Creek and Destruction Bay. The purpose of creating these additional positions is to provide support during a period of increased activity during the summer months and reduce work alone hours.

Summer relief positions will run May 1 to September 30 with one (1) additional PHCN in each of Beaver Creek and Destruction Bay. During the period of October 1 to April 30 one (1) additional PHCN will be shared equitably between each of Beaver Creek and Destruction Bay. This relief PHCN will be scheduled to work at minimum four (4) weeks in each community, for clarity a nurse would be scheduled at minimum four (4) weeks in Destruction Bay and then the next consecutive 4 weeks in Beaver Creek. This scheduling supports coverage of at minimum every third weekend off for each community and provides flexibility of rapid deployment to the other community in times of workload surge or staff emergency leave.

All parties agree that the PHCN position is a hard to fill position and extensive training and mentoring is required for this position. The staffing action will commence immediately following ratification of the Collective Agreement and the project will run the life of the Collective Agreement. An evaluation of the project will be completed at minimum six (6) months prior to the end of the Collective Agreement. The evaluation will be conducted by an independent third party to review its effectiveness and impact on the workplace and may inform changes that may be required for the project.

Community Nursing will make every reasonable attempt to fill this new position with Auxiliary-On-Call (AOC) PHCNs when vacant.

When the project PHCN is in each community after-hours on-call will be shared equitably between the two nurses. On-call scheduling will follow the collective agreement. In addition, during their 4 week rotation between October 1 and April 30 in either community the project PHCN will travel to the other community one weekend during that period to provide relief on call coverage as required.

Community Nursing currently leases relief housing units in each of the project communities. This will be used to house the project PHCN when on rotation.

This Letter of Understanding shall terminate on expiry of the collective agreement.