

AHS Update

Agenda

- Update from AHS
 - Temporary ED & inpatient bed closures, due to staffing levels
 - What is being done to reopen beds/ED
- Q&A
- Consult & Collaborate

There are no plans to close or permanently change services/hours at the Boyle Healthcare Centre

AHS' Goal: restore staffing #s, and reopen inpatient beds and 24/7 ED

Background

- July 1, 2022: Critical staffing levels led to bed closure and a reduction in ED hours

Perspective

- **'We need to stop this': Some N.S. hospital units have 80% nurse vacancy rates** *CBC Jan 16, 2023*
- **Rural staffing a major health-care issue, minister says** *Medicine Hat News, Feb 2, 2023*
- **Elk Point Healthcare Centre ER closed temporarily over lack of nursing staff: AHS** *Global News Sept 26, 2022*
- **Staff Shortages Choking U.S. Health Care System** *US News & World Report July 2022*

Staffing Report

- Boyle Healthcare Centre (HCC) is funded for 4.63 FTE RN
- Currently, 1.63 RN positions are filled
- LPN positions are relatively stable

Mon	Tues	Wed	Thur	Fri	Sat	Sun
D/N	D/N	D/N	D/N	D/N	D/N	D/N
D/N	D/N	D/N	D/N	D/N	D/N	D/N

Inpatient beds: How many staff does it take?

- Boyle HCC's inpatient beds always require 1 RN on shift
- To have 1 RN on duty 24/7 requires 4 full-time RNs or FTE
- 28 shifts in a 2-week rotation
- Each RN works 3 shifts one week and 4 shifts the second week (7 shifts)
- Relief FTE is required to cover sick calls, vacation time, family emergencies etc.

Agency/Locum Programs

- Extraordinarily helpful, but..
 - No guarantee of length of stay
 - Not all have the required experience to step into Boyle (1 RN site)
 - Risk for revolving door syndrome (open/closed/open/closed)

Recruitment Efforts

- AHS has created a page focused on rural care on the [AHS Careers Site](#)
- Every 1-2 months we run a national advertising campaign on Indeed to attract nurses to rural AHS sites. The last campaign ended Nov. 30. Another is planned for February.
- You can find all jobs that are posted for Boyle on www.ahs.ca/careers
- AHS advertises on many external websites (Indeed, Linked-in, nursing journals, etc)
- The Alberta Rural Health Professions Action Plan

Ad: Why Boyle

Are you ready for a new adventure? Our Boyle Healthcare Centre has a new opportunity for a RN/RPN to join our dynamic ER team.

In this role, you will care for patients with a wide range of health concerns and get to know them on a personal level.

As part of a multi-disciplinary team, you'll enjoy thorough orientation, training, and mentorship.

The Village of Boyle in Alberta's Lake Country, less than 2 hours northeast of Edmonton, invites you to kick back and relax in its peaceful surroundings. Discover lakes to swim, fish, boat, or paddle, some within just 15 minutes' drive, as well as an extensive trail system to hike, bike, or ATV in all seasons.

Boyle is home to Northern Lakes College and Portage College and one of Alberta's best Rodeos. For more information about this close-knit community, please copy and paste the following URL into your browser:

<https://www.albertahealthservices.ca/careers/Page12905.aspx>.

If you're looking for professional development and a career that fits your lifestyle, this is the ideal opportunity for you!

Internationally Educated Nurses

- Significant reduction in time to placement
- Fully qualified
- First group underway
- Two nurses in the first group coming to Boyle
- Grouped by place of origin
- Will need 8-12 weeks of supported practice
- Return Service Agreement

How does this open the hospital?

- Stable staffing of 3.6 FTE
- Ability to use Locum/Travel nurses (less risk)
- Plan to reopen beds (gradually) and go back to 24/7 ED by mid-summer

Thank you!

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