

REDUCING PATIENT AND RESIDENT HANDLING INJURIES

Gains made during 2010 bargaining also secured a joint committee to focus on reducing injury rates in residential care.

A successful Vancouver Coastal Health peer-mentoring program, along with similar programs in other regions, has provided the foundation for province-wide implementation.

KEY FEATURES OF THE VANCOUVER COASTAL PROGRAM

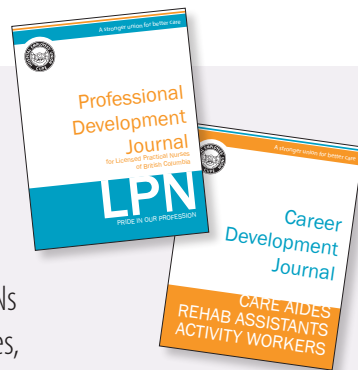
- Peer coaches were booked off to receive five days' training in body mechanics, ergonomics, patient-handling, ceiling lift and coaching skills.
- The peer coaches then took their leadership skills onto the unit or floor to teach, mentor and support other staff in appropriate patient-handling techniques and problem-solving.
- Positive results included reduced MSI and other injuries, a stronger safety culture, a more positive work environment, and a greater sense of empowerment for participants.



JUST FOR YOU!

THE UNION HAS PRODUCED NEW PRACTICAL TOOLS TO ASSIST YOU

- A Professional Development Journal for LPNs
- A Career Development Journal for Care Aides, Rehabilitation Assistants and Activity Workers
- A laminated **SBAR card**
- **Let's Talk** - a manual to help your team leader and manager introduce the SBAR and safety huddles in residential care



ORDER YOUR JOURNAL AND GET OTHER TOOLS BY VISITING WWW.HEU.ORG

www.heu.org

NATIONAL NURSING WEEK 2010

HEU's new facilities agreement provides LPNs and Care Aides with important tools, more opportunities and greater recognition for their expanding roles in health care.

HERE'S HOW

- A new forum for direct access to senior government decision-makers
- New opportunities to move into leadership roles
- Dedicated training money for professional development, post-basic education, leadership and collaborative practice
- A joint union/employer process to tackle injury rates in residential care



www.heu.org

WORKING IN PARTNERSHIP WITH GOVERNMENT AND HEALTH AUTHORITIES

New Joint Engagement Committee

Over the next two years, LPNs and Care Aides will meet up to eight times, annually, with senior officials from government and health authorities to address key issues related to utilization, education and training, collaborative practice, leadership roles, health and safety, and more.

Our starting point will be addressing the key recommendations that came out of the joint policy work undertaken between HEU, health authorities, government and others between 2006 and 2010.

Those recommendations – contained in the joint policy report *Effectively Utilizing BC's Licensed Practical Nurses and Care Aides* – are the result of a thorough examination of how managers can better utilize and support LPNs and CAs.

They point to the need for expanded leadership opportunities and specialty training for LPNs, as well as the need to review the competencies and training needs to support CAs working in acute and long-term care.

SPECIFICALLY, THE NEW JOINT ENGAGEMENT COMMITTEE WILL ENSURE:

- LPNs and Care Aides have direct access to senior leadership, including links to the CEOs and executive team – in each of the province's health authorities.
- Expanded leadership roles and training opportunities for both LPNs and CAs are a priority.
- More union input into identifying training priorities.
- Time-limited, action-focused working groups to kick-start new provincial initiatives such as moving LPNs into maternity and/or expanding LPN and CA roles in palliative/hospice care.
- More support for collaboration in the provision of patient and resident care.

STAY TUNED. GET INVOLVED.

You can help make our bargaining gains a success

If we are to maximize achievements made at the negotiating table, we need to develop broad-based networks of LPNs and Care Aides at the local, regional and provincial level.

We need to hear from you about what is happening in your workplace in such areas as collaborative practice, LPN and CA utilization, and training needs. This will help us make sure the Joint Engagement Committee is connected to what is happening on the ground and is able to respond to your needs.

We also want to be sure that you are informed about the work of the Joint Engagement Committee as it unfolds, create opportunities for you to discuss the Committee's ideas, and give you the information you need to lobby managers about implementing the Committee's recommendations in the workplace.

Stay tuned. The union will be organizing regional and provincial networking opportunities, and providing you with ongoing information about the Committee's progress.

OUT IN
THE
ROOM
FOR BETTER CARE

JOINT TRAINING FUND PROPOSAL

The Health Employers Association of BC and the Facilities Bargaining Association are applying together for additional professional and skills development training funds from the B.C. Health Education Foundation.

The proposal will seek up to \$2.5 million for skills and role development, specialized education, post-basic training, leadership training, and mentorship opportunities.

A decision is not expected until the fall and monies will be allocated by Chief Nursing Officers (CNOs). In the meantime, LPNs and CAs can apply for upgrading courses from the union's FBA Education Fund.

