

Sterile Processing Department Budget Reduction

April 22, 2010

Fraser Health is experiencing great challenges in how we care for our rapidly-growing populations and the growing service volumes and unavoidable increases in costs such as new capacity, wages, technology and inflation.

All departments will need to reduce expenditures for the current fiscal year. Surgery has reduced its elective budget by 14%. As we continue to monitor our budgets closely, SPD is also faced with trimming costs. This means that there will be some displacements of staff and new rotations.

Will there be staff displacements at each site?

There will be staff displacements at some sites.

What changes will happen at the sites?

Some positions have been eliminated and some sites will have new or partially new rotations. New rotations will be posted shortly to accommodate the changes.

How quickly will the changes happen?

Displaced staff will meet with HR on April 27th to review their options and timeframes.

When will staff know about displacements?

Most staff who will be displaced have been notified today either in person, by phone or email.

Does this mean there will be bumping?

As part of the collective agreements, staff with seniority may bump as one of their options.

Will staff from other sites be able to bump into our department?

Yes, but across SPD, we are a strong team and can count on each other for support through these changes.

What are the options for staff?

Options are outlined in a letter provided to displaced staff. In addition, the HR Consulting Services at the sites will meet with displaced staff on Tuesday, April 27 to review the options which include bumping, going on the casual list, or lay off with recall.

Keeping You Informed

What is the implication for work load?

Managers will be carefully monitoring work load and any issues that may arise from the new rotations.

Will this affect quality?

Quality and patient safety is continues to be the priority for SPD. We will be monitoring the changes closely with the surgical program to ensure that we do not compromise quality standards.

Are there vacancies displaced staff can apply to?

There will be opportunities when the Surrey Outpatient Care and Surgery Centre begins to post positions this winter.

For further information:

Please contact your supervisor, your manager, or your HR consultant.