

**Health Care Assistant & Practical Nursing Articulation Committee
Spring 2018 Meeting
April 18, 2018 (VCC campus 420 downtown)**

Attendees

- See Appendix

Morning welcome - Rhonda McCreight, Acting Chair of PN Articulation Committee

- Acknowledgement of our presence on the unceded territories of the Musqueam, Tsleil-Waututh, and Squamish nations
- Brief review of the articulation committee's Terms of Reference

Agenda

- Additions to the agenda documented
- Accept agenda – Laurie and Lana

Approval of minutes (PN and HCA Combined Fall articulation meeting)

- Changes made to the minutes based on feedback
- Joleen and Carol approved

Round table discussion and reports from College

- Detailed annual reports displayed on screen (if submitted prior)
- Brief verbal overview by the college reps – ***spring reports to be emailed with minutes.***
- Attrition comments indicate that much of this is due to personal reasons related to complex lives and family issues, mental health issues, and academic challenges
- Tracy Hoot, Associate Dean TRU (by phone) – discussed open learning program and challenges faced by students – same as above plus those in the north are facing internet accessibility issues that hamper their ability to participate
- Regrets from Jacquie Scobie (Chair) who was unable to attend today

CAPNE report (emailed)

- Annual meeting in Charlottetown, PEI in November

Health Authority Rep reports

- Lisa Bauer (VCH) regrets
- Leona Abbinante (FNHA) regrets
- Sheila Gordon-Payne (NH) regrets

Interior Health (Tricia McBain)

- Report submitted; will attach to email with minutes
- Questions re: PN curriculum and IV medication administration
 - CLPNBC Janice notes that this is perhaps more a school question in terms of the curriculum and what is taught and/or added to the curriculum
 - Employer policies and individual competencies govern LPNs and IV meds
 - Additional education requirement possibly being removed from the limits and conditions for LPNs
 - See additional info under Fraser Health section

Island Health (Andrea Taylor)

- Report submitted; will attach to email with minutes
- Andrea thanks all of the schools on Vancouver Island for the education and preparation of health care students

Fraser Health (Baljit Lail)

- Report submitted; will attach to email with minutes
- Moving to a primary care model in home health – involving HCAs in the care hub and having a physician involved for the geographical areas
- 16 teams at different sites are working with a new model “Releasing Time to Care”
- See below re: LPN and IV insertion discussion
- IV policy was changed first in regards to the LPN role, now moving forward with an initiative re: education of LPN staff in IV insertions and medication
- Have created a draft IV education learning module for LPNs for IV med administration – they are moving ahead with this strategy – many LPNs would not have participated in the new curriculum and will require knowledge/theory/practice. Plan to test pilot this initiative in the summer.
 - Currently LPNs in FH are starting IVs – emergency and med/surg.
- Request that a couple of the educational institutions share “what are your learning intentions/objectives for your IV course” and “what competencies do you expect your students to come out with”. Wish to make sure that the curriculum FH has created aligns with what the schools are teaching.
- Esther spoke to the 2017 curriculum revision of PN curriculum
 - In the INP 4 (Integrated Nursing Practice), pp.147 + 148, the curriculum states that it is IV therapy - insertion theory and knowledge only, and IV medication - administration theory and knowledge only

Open Practice discussion HCA

- Workplace culture/stress and its relation to retention, workplace bullying, etc. was noted as an item of discussion in the HCA public educator meeting

- Challenges of recruitment of students to the programs
 - Pressure from health authority for more graduates but having difficulty recruiting students
 - Tuition fees may be an issue in some areas for those working students – possible alternate delivery models with evening classes
 - Annual income is also an issue – not enough for people who are living in high cost areas such as the lower mainland
 - In the north, the wages they receive are high and it may not be of interest to go to school – perhaps marketing the ‘rewards’ of the profession
 - **Andrea** (IH) – engaging with high schools - hiring fairs at secondary schools, job shadowing by high school student with 6 different roles within the health authority
 - **Diane M.** (Douglas) – BC Cares Renewal Project – BC Care providers association an initiative in the pre-working stage discussions about how to generate more interest in health care careers in particular HCA
 - **Sarina** (Registry) – agrees there is an issue with the perceptions about the profession and what is ‘the juice’ of it in a positive fashion
 - New registry approval guide has changed some of the admission requirements and added flexibility in terms of the requirements – example is that the first aid requirement has been changed.
 - Would like input about the equivalents to the “Food Safe” course
 - **Cat** (NWCC) – many of their applicants do not meet the entry requirements, for some of their 1x funding they are offering English upgrades. Have changed their marketing approach and pathway approach to higher education...i.e. your HCA and then PN
- Suitability of placements
 - **Interior Health** (Tricia) – there have been a number of declines, will provide name of contact for placements to discuss this. Similar to Island Health, having collaborative meetings come around the tables and look at the possible placements in TRU region and the Okanagan and how to manage the placements collaboratively
 - **Judy** (VCC) that often the declines don’t show the entire picture – the declines happen prior to them even being submitted
 - **Andrea** (IH) – noted that there is a Practice Education Leadership Committee meeting with IH and school reps, two meetings per year. HSP net does not replace relationship building so the conversations are extremely important as per Interior Health.
 - **Baljit** (FH) – do have meetings but HCA may not be included, encouraged to liaise with practice person “Emma”
- Increasing pressure from workplace requirements prior to placement

- Pushback from community sites re: expectation that students will have a medication administration course, comment made that many private colleges' students have this provided by their institution (Judy, VCC and others have this comment)
- **Sarina** (BC Registry) notes that some schools do have additional hours in their curriculum and that there may be preference given to these schools for placements
- **Lara** (BC Registry) – states it can be investigated further
- **Esther A.** (Sprott Shaw) – speaking only for this college, there is a medication assistance course embedded into their curriculum, extra hours – however, it is considered a DOT and students do not do med assistance in practice
- **Diane M.** (Douglas) – is there confusion around what privates do – shouldn't come out of a generic course with a medication assistance certificate and then 'administer' meds. HCAs are required to complete a "medication administration" course via a recognized school
- **The document is: Assisted Living Registrar Registrant Handbook**
The information is in policy 7.
- **Anita** – comment about an Assisted Living setting she was involved with and laxness of the process of administering meds and the other expanded role of HCAs expected in such settings. The fast pace and tough environment is the reality of many settings.
- **Question about English Entry** (Kim, Yukon) wondering about how to best support students who have the English requirements but do not function at this level. A number of people agree that this is an issue.
 - **Heather** (NVIT) engaging in discussions with the secondary school particularly in regard to the new BC secondary school curriculum changes
 - **Dawn (COTR)** – the aforementioned changes are in the future and won't come into being for a few years. Have seen challenges in all health care programs in regard to writing – have a support program for literacy issues that students are referred to when a writing problem is noted, as well as counselor support. A number of students won't agree to the support. Commented on the student engagement piece and trying to identify this as a support and being their ally vs. being seen as punitive or the enemy.
 - **Meg (BCCAT)** – work has been done over the past couple of years and consultation with the post-secondary's. Working on responding to the feedback from the key stakeholders – the draft document will be up on the website. As well there is an implementation guide with all the changes to-date. There is a literacy assessment for secondary students under development, also a math and numeracy assessment. Suggest we might want to liaise with the English articulation committee on this topic.
 - **Steven (HEU)** – speaking as a previous English teacher, noting that the English changes are long overdue and that the current system is not a great assessment of a person's capabilities. The changes permit individuals to demonstrate in literacy in ways they have not previously been able to do. Agrees with Rhonda's comment that

inviting secondary school reps to discuss how this change will impact the rest of society.

- **Laurie (NIC)** – comment that these changes, in how individuals demonstrate literacy, may align nicely with indigenization and how students might demonstrate competencies in meeting their learning outcomes
- **Use of the term “residential care”** (Laurie, NIC) – commented that this term can be seen as a very negative one by the Aboriginal community. **Group overall agreed that using the term COMPLEX CARE would be more politically and socially acceptable. Registry very keen to review and address this in their work in future.**

Ministry of Health, Manna Saunders and Karla Biagioni, Education and Recruitment Branch
Division Organizational Update

- On April 20, Associate Deputy Ministry Lynn Stevenson will be retiring.

Nursing Policy Secretariat

- There are two new appointments in the Nursing Policy Secretariat:
 - The new Executive Director for the Nursing Policy Secretariat is Barbara Bedell. As part of her role, Barbara will work with provincial stakeholders on the planning and implementation of the priority recommendations within the Nursing Policy Secretariat Report.
 - The new Director, Education and Practice Strategy in the Nursing Policy Secretariat is Joanne Maclaren. As part of her role, Joanne will work with provincial stakeholders on implementing the education related recommendations within the Nursing Policy Secretariat Report.
- David Byres, Assistant Deputy Minister/Chief Nurse Executive, continues to lead the work of the secretariat, focusing on the optimization of the role of nursing.
- The Priority Recommendations Report was released and posted publicly on January 25, 2018.
- On January 26, David Byres and the Ministry of Advanced Education, Skills and Training met with the Nursing Education Council of BC (NECBC) to discuss the role of NECBC on nursing education recommendations.
- The Nursing Policy Secretariat is working with health authorities to create a provincial perioperative care model that optimizes the role of the RN and the LPN.
- The new perioperative model will be implemented utilizing a standard provincial curriculum based on the Association of periOperative Registered Nurses (AORN) model.
- The majority of health authorities believe they will complete by end of next fiscal (March 31, 2019).

Health Human Resources Workforce Plan/Priority Professions

- The Ministry has committed to working with stakeholders to improve and optimize the use of health human resources (HHR), and ensure the sustainability of these resources.

- We are working internally at the Ministry to pull together cross-functional working groups to determine supply requirements for priority professions based on HHR strategy.
- The priority professions have been identified and our HHR strategy work will focus first on Health Care Assistants, Nurse Practitioners, Sonographers, Paramedics, Physiotherapists, Occupational Therapists and MRI Technicians. The priority professions are based on HHR strategy that includes approaches to assess current demand, recruitment and retention strategies and deployment models, and specifically to identify the required number of BC graduates required to meet HHR priorities.
- The HHR work is already underway for Health Care Assistants, including one-time funding for HCA programs.

AVED (Monica Lust)

- Not in attendance

BCNU (Heather Straight)

- Report submitted; will be attached to email with minutes.

HEU (Stephen Elliot-Buckley)

- Anecdotally and unscientifically have been noted increasing positions for HCAs; additional people are being hired around the province
- Nature of the workplace – difficult dynamics leading to toxic workplaces – sees educators having a unique perspective on this as students and instructors see this in a way existing employees do not
- Michelle (TRU) thinks there is a relationship between perceived adversity in the clinical settings and how this affects students who are already anxious. Have been working with TRU students to support them to address this in a constructive way
- Anne (Douglas) – group pressure on students to fall into line with poor practice techniques. Also, feel there is a lack of leadership in the LPN workforce and this lack of leadership or supervision affects the team, the LPNs do not necessarily know what to do about it

BC Care Aid and Support Worker Registry (Bruce Bell, Sarina Corsi & Lara Williams)

- Report submitted; will be attached to email with minutes.

Questions for Bruce re: registration

- If someone is terminated and reinstated – investigator has 2 jobs – can the HCA be remediated and be able to work with vulnerable people, and also to mediate the situation – the goal is to resolve the employment relationship and the HCA may go back to the employer but the decision is not binding. It is not compellable – can't be used in a union situation.
- If an HCA is working for more than one employer, is the other employer notified – this is a work in process, it is a shortcoming of the Registry, and MOH is aware. The Registry

does not tell the 2nd employer – it is the responsibility of the Registry. If you are the 2nd employer and find something happened with another employer you can not necessarily terminate the HCA, tied up in labour issues.

- Of the 34K you have registered, how many are nursing students? Not sure offhand but the info is obtainable. If there was a problem with one of them would the program be notified? Probably not, no!
- Do you know how many repeat offenders you have? There are approx. 5 and 2 are triple offender
- What if a non-unionized HCAs are terminated for alleged abuse? If that care aide wants an investigation the Registry will pay for it. Often the registry has trouble reaching the identified HCA – registry will proceed and get the event info from the employer but the investigation is a time-restricted event – can be done within a couple of months but if the HCA had come off a year ago, and then contacted the registry and requested a late investigation this would not happen. There are approx. 4 of these situations/year.
- If the HCA is alleged to be abusive, is found not to have committed the abuse, does the HCA get financial compensation? It depends on the employer and the individual situation. Some are removed with pay, some are not.

HCA program recognition discussion and questions

- **NCAS (assessment service for IENs and return to practice)** – there is no national standard for out-of-province HCA applicants to the registry – this is now the process for these people
- Spratt Shaw is offering the upgrade, and St. Elizabeth health career college – not-for-profit private college in Nelson
- Gateway College, Vancouver does offer the HCA Access
- Monica (MOH) Do you have any information on those who go through the assessment and require the upgrade but choose not to do it? A survey the Registry indicates that cost was a barrier. The St. Elizabeth program is offered both FTF and online and is fundable.

Deans and Directors Debbie Sargent (VCC, Dean Rep for HCA/PN)

- Report submitted; will be attached to email with minutes
- MAVED discussion with Deans/Directors and Kevin presented that the 1X funding requests went out – another high priority identified was ECCE and there was a 3 year funding opportunity. Have been advocating for a voice for healthcare programs/educators. Kevin presented a concept paper re: a provincial advisory group whose recommendations make their way to the Deputy Minister. Working groups discussed this and felt that representation needed to be from a large number of groups including but not exclusive to Deans/Directors, rural and urban educators, Aboriginal groups
- BC Campus Festival of Learning Conference in Vancouver this spring
- BC campus working on the indigenization project – should be available for use in May, the components will live within BC Campus's press book
- Debbie is retiring and a new rep will be appointed
- Links for the revision to the PN and APN curriculums, and the supplements for each, has been set out to the educators
- Note changes to the course concepts in the APN document

- Comments re: flexibility in CPE 3 and 4, this is unchanged
- A working committee with reps from the stakeholder groups to look at changes in the next revision – this will be necessary given the upcoming changes in the regulatory body landscape

CLPNBC Report (Janice Penner)

- New templates re: educational approval process
- Communication – newsletter with key information goes out to all PN programs – not for registrants, not sure what will happen when the regulatory colleges join
- Will meet with PN educator group tomorrow to discuss the curriculum
- There will be a NOI sent to all programs to indicate their intention to implement the new curriculum
- CLPNBC uses a template for schools to provide evidence for compliance with the standards and competencies
- Consultation process with stakeholders re: changes to the scope and limits and conditions
- One nursing college – the regulations that were posted have come down and are now with the government who will post the final document, there is a search for a new CEO, and there will be new bylaws posted for the new college
- The annual and final CLPNBC board meeting before amalgamation will be held June 15

Work Safe BC (Arvin Cajigas)

- What's wrong with these photos – handout and available on the website, based on feedback from this committee is of a home health care worker
- Tentative date for Hearts and Hands HCA conference Oct.3/18 in Victoria and Oct.17/18 in Penticton – go into tablet reader 'public'
- Searchable data on the website re: time-loss claims and HCA injury rates over the last 5 years
- In the final production of 4 scenarios featuring HCA in long term care settings in various interaction – follow the e-news

PN Canada / LPNABC (Anita Dickson)

- Report submitted; will be attached to email with minutes

BCCAT (Meg Stainsby)

- Report submitted; will be attached to email with minutes

Next meeting to be October 24th in room 420 VCC downtown campus! RSVP in September.

Appendix A – attendees (membership)

EDUCATORS		
Affiliation	Name / Program / Role	Attendance
Camosun	Karen Nielsen – HCA/PN interim Chair	✓
Capilano	Carol Tanner – HCA Chair (retiring)	✓
	Nadja Neubauer – incoming Chair	✓
C. of New Caledonia	Joleen Warmerdam – HCA Lead	✓
C. of New Caledonia	Jacquie Scobie – PN lead	regrets
C. of New Caledonia (Quesnel)	Judy Crain – HCA/PN lead	✓
C. of the Rockies	Dawn Storgaard – HCA/PN Chair	✓
Douglas	Shelley Goertz- HCA Chair	✓
	Diane Maxwell	✓
Kwantlen	Sharon Leitch – HCA lead/Chair	✓ (phone)
Native Education College	Masooma Quasimi – HCA lead	✓ (phone)
Nicola Valley IT	Heather Klatt – HCA/PN Chair	✓
	Ivy McRae – via phone	✓
North Island College	Laurie Bird – HCA Chair	✓
North Island College	Leslie Stuart – PN Chair	regrets
Northern Lights CC	Lana Sprinkle – HCA/PN Chair	✓
Northwest CC	Cat Martin – PN/HCA Chair/lead	✓
Okanagan CC	Angela Godler – HCA Chair	✓
Okanagan CC	Suzanne Bailey – PN Chair	✓
Selkirk	Sarah Lechthaler – HCA Chair	✓
TRU - WL	Rhonda McCreight- faculty / Artic secretary	✓
	Jennifer Mason - faculty	
TRU	Michelle Seibel - HCA/PN Chair Kamloops	✓
	Tracy Hoot – Associate Dean (phone)	✓
	Kim Morris – HCA Kamloops lead (phone)	✓
Univ. of the Fraser Valley	Nancy Goad – PN/HCA	✓
	Katie Baird - HCA (phone)	✓
Vancouver CC	Judy Christie – HCA Chair	✓
Vancouver CC	Julie Gilbert – PN Chair	✓
	Aileen Barnes - faculty	✓
Vancouver Is. Univ.	Wendy Wagner - HCA, PN Chair	✓
Yukon College	Kim Diamond – HCA Chair	✓
Private Rep	Ester Aquilar – HCA/PN Sprott Shaw (Private rep)	✓

ARTICULATION PARTNERS		
Affiliation	Name/Program/Role	Attendance
Vancouver Coastal	Lisa Bauer	regrets
Island Health	Andrea Taylor	✓
Interior Health	Tricia McBain	✓
Fraser Health	Baljit Lail	✓
FNHA	Leona Smith	regrets
Northern Health	Sheila Gordon-Payne	regrets
BC Care Aid and Support Worker Registry	Bruce Bell Sarina Corsi Lara Williams	✓ ✓ ✓
CLPNBC	Janice Penner	✓
PN Canada / LPNABC	Anita Dickson	✓
Continuing Studies	Rebecca Bennett	✓
BCCAT	Meg Stainby	✓
Deans and Directors	Debbie Sargent (VCC Dean Rep for PN/HCA)	✓
Unions	Stephen Elliot-Buckley (HEU) Heather Straight (BCNU)	✓ ✓
Ministry of Health	Karla Biagioni Manna Saunders	✓ ✓
Ministry of Advanced Education	Monica Lust Kevin Perrault	regrets
WorkSafe BC	Arvin Cajigas	✓
Continuing Education	Rebecca Bennet (VCC)	regrets

***Note program and partner reports will be emailed with these minutes**