



**Agenda Item**

Clinical Placement Processes and capacity in Fraser Health

**Submitted By**

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**Guests Participating**

none

**Time Required**

none

**Expected Outcome**

Decision       Discussion       Information

**Question We Are Asking**

Does the Board of Governance and Human Resources accept this report as information regarding clinical placement in Fraser Health?

**Background**

All post-secondary institutions (PSIs) wanting their students to participate in clinical placements in Fraser Health (FH) must have an Affiliation Agreement (AA) between the school and the Health Authority. This Affiliation Agreement (AA) outlines the roles and responsibilities of each party as well as outlines the liability and property insurance requirements under Health Care Protection Plan (HCPP).

Fraser Health as a publicly funded organization is required by the Ministry of Health and the Ministry of Post-Secondary Education and Future Skills to enable or increase placement capacity through engagement with the public post-secondary institutions as a priority. Should none of these entities wish or be able to provide programming, Fraser Health turns to a waitlist which collects requests from private post-secondary institutions for Affiliation Agreements for a variety of healthcare related roles.

Fraser Health has 109 active affiliation agreements for clinical and non-clinical programs. Of these, 86 are with Post Secondary Institutions, both public and private. The remainder are with school districts and health authority/ health service partners e.g. Emergency Health Services/Paramedic

In 2023 we placed over 14,000 health care students across Fraser Health (FH), slightly less than in 2022. It has been shared previously with the Board that:

- Fraser Health (FH) takes over 30% of the provincial student placements. This has not changed in several years.
- Fraser Health (FH) takes 70% of all requested placements, this has not changed.
- Fraser Health (FH) provides over 1 million instructional hours (time students were onsite and actively learning) – more than other Health Authority (HA).

Of those 14,000 placements, we had 6,849 nursing placements of which 932 were for practical nursing. We also supported 1,450 allied health placements in this same fiscal year.

Placement requests are via the provincial database – HSPNet. Placements requests that are initially received are either accepted, cancelled (by the PSI) or declined (by the Health Authority (HA)). For the nursing workforce provincially, the acceptance rate is 66%, cancel rate is 18% and decline rate is 16%. Fraser Health falls within this range and we are taking active steps to:

- reduce the number of duplicate placement requests by post-secondary institutions (PSIs) – multiple placement requests for a cohort of students to ensure they get something,
- support post-secondary institutions (PSIs) only request what they need – they “over ask” in an attempt to get what they need (IE need 5 but ask for 10 thinking they will then get 5)

We are also designing a capacity placement dashboard that will leverage funded bed and full time equivalent (FTE) data to maximize the number of students each unit, program and site can accommodate. This will help ensure placements are allocated appropriately to units/programs using data and evidence and avoid anecdotal rationales for refusing a placement by the Health Authority (HA.)

### **Recommendation**

Ongoing monitoring by the Learning and Research, Talent Acquisition and Onboarding, People Strategies, and clinical operations teams to ensure our workforce demands are met.

### **Specific Measurable**

We monitor gains and losses and project vacancy needs through aligning demand increases thorough projects sch as redevelopment and the new minimal nurse : patient ratio initiative to ensure Fraser Health student pathways keep up with demand for graduates.

### **Timelines**

Quarterly and Annually