

Aug. 31, 2022

Good Morning Health Directors,

Firstly, I would like to formally introduce myself, my name is Tiffani Smith and I am the new FNHA Operational Regional Nurse Manager for the Interior. I am taking over for Laura Moore who has moved on to another region within FNHA. I look forward to meeting you all and building strong partnership with the many Nations in the area.

I recently had the privilege of meeting with the amazing Lytton and Lillooet health care team this past week. I was immediately impressed by the level of commitment and passion these nurses have for their work and communities they serve. As a team, we had the chance to talk about successes, challenges, and opportunities to better serve your communities. I look forward to a similar conversation with you about how I can support your vision, health plans, and health commitments to your community.

One of the challenges presented by our team was the effects of the pandemic and the impacts on recruitment. As you all know, we have several vacancies on the team, which FNHA is working hard to address. You would be familiar with agency nurses we contract to backfill our CHN vacancies, however the demand for these contracts has exponentially increased across Canada and resulted in unprecedented shortages of CHNs to support our team. Our team, like many others in the region, have been feeling the pressures of the increased workload. My concern is that we are at risk of burning our small but mighty team in Lytton and Lillooet. Retention is the new recruitment and I have committed to the team that I will do my best to support their wellness and capacity so they can continue to do the work they love with the passion and compassion that communities deserve.

During this time while we are experiencing a shortage of agency nurses and below baseline of FNHA CHNs, I would like to propose a *temporary* altered schedule of travel to community, which is attached to this email. By adjusting the schedule, this will allow for our communities to continue to have access to our nurses, but also support the nurses in staying healthy and preventing burnout. This schedule will be short-term starting in September to bridge us through our staffing shortages and once resolved we will return to the original schedule.

Again, FNHA is working very hard to recruit more permanent nurses to join our FNHA team, but in the meantime preserving/retaining the wonderful health care staff that we already have is crucial.

I would very much value any input you have so please don't hesitate to reach out to me with any questions or concerns. I look forward to working with you all and appreciate your understanding.

You can reach me through email: tiffani.smith@fnha.ca or phone: 250-318-7217

Regards,

Tiffani Smith

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Health through wellness

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