

MINISTRY OF HEALTH INFORMATION BRIEFING NOTE

Cliff # 1136051

PREPARED FOR: Stephen Brown, Deputy Minister - **FOR INFORMATION**

TITLE: 2019/20 Provincial Health Workforce Planning

PURPOSE: To describe the process, methodology, timeline and outcomes of the 2019/20 provincial health workforce planning process.

BACKGROUND:

Since 2016/17, the Ministry of Health (the Ministry) and health authorities have collaborated to establish a single, coherent and continuous process that aligns the supply, mix and distribution of the provincial health workforce to meet patient and population health needs.

The most recent round of provincial health workforce planning resulted in the *Provincial Health Workforce Strategy 2018/19-2019/20* (the Workforce Strategy), completed in April 2018. The strategy identifies 13 priority professions and 4 priority service areas and contains 31 provincial level actions to be carried out over three years. Monitoring of the Workforce Strategy is updated quarterly (February 2019 update attached in Appendix A).

The Health Human Resources and Labour Relations Division (HHRLR) has laid the groundwork for workforce planning activities to be undertaken in 2019/20. Key outcomes will include an update to the Workforce Strategy and additional focused work to directly support primary care, the surgical strategy and implementation of the specialized community service programs.

DISCUSSION:

In the past year, most health authorities have significantly enhanced their corporate capacity to plan for their short and medium-term workforce requirements. Health authorities have also acknowledged the need for a structured approach to workforce planning at the provincial level that links outcomes and strategies across the system. These developments are indicative of a growing planning culture and provide an opportunity to enhance the value that workforce planning delivers.

To reinforce progress to date, the Ministry will emphasize productive engagement and collaboration in 2019/20. Defining clearer roles and accountabilities for health authorities and the Ministry in a structured process will support continued harmonization of planning processes as they advance across the system.

Provincial health workforce planning activities in 2019/20 will result in two categories of deliverables.

1. Focused cross-system *Workforce Development Plans* linked to implementation of Primary Care, the Surgical Services Strategy and the Specialized Community Service programs.
2. A refresh of the Workforce Strategy to:
 - Update priority occupation and service area lists
 - Review provincial and health authority level current state and projection data for key occupations
 - Profile general health labour market issues and trends
 - Revise the 31 actions to account for progress, respond to emerging needs and ensure alignment with the Ministry's strategic priorities.

These deliverables will be structured to establish a shared understanding of prevailing issues and to establish a cross-system strategic approach to resolving them. Clear accountabilities and timelines for the Ministry and health authorities will be key features of this work.

As in previous years, health authorities will receive a planning package that consists of the *2019/20 Workforce Planning Policy Directive* (Appendix B), detailed planning instructions, qualitative and quantitative data collection templates and other supporting documentation. Health authorities will be required to return their completed submissions to the Ministry before the end of September.

The supporting documentation included in the planning package will advance a common baseline understanding of health sector workforce issues and trends. It will include: 1) an up-to-date occupation-based data package showing the current distribution of the workforce, demographics and other trends; 2) baseline labour market analyses for primary care, surgical and SCSP implementation; and 3) an update on action items from the Workforce Strategy.

Health authority data collection templates will be structured to allow for refinement of the information contained in the supporting documentation package. The Ministry will highlight specific areas where input is required and allow flexibility for health authorities to communicate their own perspectives on workforce-related issues and challenges.

Emphasis will be placed on understanding the approach of health authorities to deliver on the Ministry's strategic priorities, including systematic consideration of opportunities and levers available to them (e.g. workforce optimization, technology and service reorganization).

Quantitative data collection will build on the information provided and will include validation of the workforce current state and provision of three-year health authority demand forecasts for key occupations. Health authorities will be directed to consider the influence of strategic priorities, service changes and evolving population needs as they prepare their forecasts. Data templates will be standardized to allow for aggregation at the provincial level.

A set of initial findings will be documented by early fall. These will be timed and structured to directly inform linked work at the provincial level s.13

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Outcomes of 2019/20 health workforce planning will reflect increasing sophistication of the provincial methodology. The result will be a shared understanding of prevailing issues and challenges at the provincial level, more effective prioritization and a set of cross-system strategies that directly support implementation of the Ministry's strategic priorities.

ADVICE:

Initiate the 2019/20 workforce planning process as outlined.

Program ADM/Division: Mark Armitage, ADM, Health Human Resources and Labour Relations

Program Contact (for content): Kevin Brown, ED, Workforce Planning and Development

Drafter: Jess Bossert, Director, Planning, Integration and Partnerships

Date: June 17, 2019

**MINISTRY OF HEALTH
DECISION BRIEFING NOTE**

Cliff # 1139551

PREPARED FOR: Stephen Brown, Deputy Minister - **FOR DECISION**

TITLE: BC Nuclear Emergency Plan

PURPOSE: To acquire the Deputy Minister's approval and signature on the BC Nuclear Emergency Plan.

BACKGROUND:

The Minister of Health is designated as the key minister for radiation accidents/events under Schedule 1 of BC's Emergency Management Program Regulation. The Ministry of Health (MoH), through the Emergency Management Unit (EMU) and in consultation with the Office of the Provincial Health Officer (PHO), developed the BC Nuclear Emergency Plan (BCNEP) in 2014. Updates have been incorporated into a 2019 version of the BCNEP.

Additionally, The BCNEP is designed to act as the B.C. Annex to the Federal Nuclear Emergency Plan (FNEP). With endorsement from the PHO and the Deputy Minister of Health, the BCNEP can be sent to Health Canada for Acceptance as the BC Annex to the FNEP.

DISCUSSION:

The BCNEP addresses accidental radiological/nuclear emergencies and describes response roles and procedures for nuclear accidents that occur in BC, and for nuclear accidents that occur elsewhere but may affect BC.

All risks of a significant nuclear accident in BC are assessed as low. The Province does not have a nuclear power plant, with the closest being in Washington State. U.S. nuclear powered vessels sometimes dock at Esquimalt or NanOOSE Bay in partnership with the Department of National Defence, which is responsible for any onsite response. The risk of an accident affecting local communities is extremely low.

Despite the low assessed risks to BC, the 2011 nuclear incident at the Fukushima nuclear power plant in Japan demonstrated the importance of risk assessment and public communication in the event of a nuclear accident outside the province. These are key components of the BCNEP. The EMU collaborated with a broad range of internal and external stakeholders to ensure a robust intersectoral plan. Consultations took place with the Office of the Provincial Health Officer, the BC Centre for Disease Control, health authorities, Emergency Management BC, Health Canada, Public Health Agency of Canada, Public Safety Canada, the Department of National Defence. The plan was approved by the Provincial Health Officer, Population Public Health ADM, and the Associate Deputy Minister in 2015.

To validate the BCNEP, the EMU facilitated a workshop in November of 2015, followed by an exercise with local, provincial and federal stakeholders in March 2016. Lessons learned from the exercise have been incorporated into the 2019 updated version of the BCNEP. In addition,

Health Canada has provided additional feedback to the BCNEP, and the 2019 updated version of the BCNEP will serve as the provincial annex to the Federal Nuclear Emergency Plan (FNEP). In order to finalize the 2019 BCNEP, the PHO and Deputy Minister signature is required.

The PHO, Dr. Bonnie Henry, signed and endorsed the BCNEP on July 10, 2019.

OPTIONS:

Option 1: Approve and sign off on the BCNEP. This option will allow the MoH to release the BCNEP; which will also serve as the BC Annex to the Federal Nuclear Emergency Plan.

Option 2: Do not approve and sign off on the BCNEP.

FINANCIAL IMPLICATIONS:

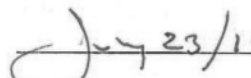
There are no financial implications associated with the BCNEP. Developing the BCNEP is part of ongoing operations of the EMU.

RECOMMENDATION:

Option 1: Approve and sign off on the BCNEP. This option will allow the MoH to release the BCNEP; which will also serve as the BC Annex to the Federal Nuclear Emergency Plan.



Approved/Not Approved
Stephen Brown
Deputy Minister



Date Signed

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