

ITEM 1
MANAGER'S REPORT NO. 67
COUNCIL MEETING Oct. 25/76

Re: INTEGRATION OF VICTORIAN ORDER OF NURSES

Following is a report from the Personnel Director regarding the Victorian Order of Nurses.

RECOMMENDATION:

1. THAT Council endorse the action taken by staff in integrating four V.O.N. staff into the Burnaby Health Department and in continuing the existing arrangement of accommodating all Home Care Program staff in the Municipal Hall-West Building on the basis that all costs associated with the Home Care Program be borne by the Provincial Department of Health, effective 1 October 1976.

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TO: Municipal Manager Date: October 19, 1976
FROM: Personnel Director Our File: D-7b
SUBJECT: INTEGRATION OF VICTORIAN ORDER OF NURSES

On 15 March 1976 Council received a report from the Medical Health Officer and approved a recommendation to integrate the Victorian Order of Nurses with the Burnaby Health Department. The integration took place on 1 October 1976 in accordance with the schedule set by the Provincial Department of Health. The following report summarizes the main features of the Burnaby integration program and the various actions taken to date by administrative staff.

An early decision was made by Municipal and School Board officials that it was desirable for both the Home Care (V.O.N.) and Community Care (previously Public Health) nurses to be employed by the same agency. In Burnaby, the Community Health Nurses have been employees of the Burnaby School Board for a long time. Therefore, it was decided that the School Board should continue to employ the Community Health Nurses and should also become the employer of the Home Care Program nurses. Because of certain administrative and union considerations it was also decided that V.O.N. staff who were not members of the Registered Nurses Association should be transferred to Municipal staff as employees of the Burnaby Health Department. This meant that 2 Physiotherapists, 1 Licenced Practical Nurse and 1 clerk were to be transferred to Municipal staff and 11 Registered Nurses to School Board staff. It was further decided that it was desirable for both the Community Care and Home Care staff to continue to be based at the Municipal Hall as has been the case for many years.

All of the discussions which took place and the decisions which were made were based on the undertaking of the Minister of Health that his department "is prepared to continue full funding of this new program under the new auspices". At a meeting held 7 July 1976 with School Board, Municipal, and Provincial Government officials the Provincial Department of Health through the Associate Deputy Minister, Dr. K.I.G. Benson, re-iterated that the full costs of the Home Care program would be borne by the Provincial Health Department and confirmed that the decisions taken to date for integration of health services in Burnaby met with his approval.

Letters dated 20 and 29 September 1976, addressed to Mayor Constable from Dr. G.R.F. Elliott, Deputy Minister Community Health Programs, Department of Health, specified some particular points concerning the transfer of the Home Care Program from the V.O.N. In effect, the Deputy Minister makes it clear that the Department of Health assumes complete responsibility for transferred staff salaries, benefits, transportation and other personnel matters in accordance with local Burnaby policies and for other costs in connection with running the program, as required or as negotiated. These other costs include rental of facilities, renovations, telephones, furnishings, equipment, and other administrative costs as negotiated. Dr. Elliott continued noting, "I hope the confirmation of Provincial Government support for the financing of the Home Care Program within the metropolitan Vancouver area will alleviate any concern of local municipalities, school boards and health departments regarding this operation". The letters also state that budgets should be prepared annually and accounts submitted for re-imbursement to the Metropolitan Board of Health.

Insofar as the four V.O.N. members slated for transfer to Municipal staff were concerned all necessary actions were taken prior to receipt of Dr. Elliott's letters. Their positions were audited and classified in early August, incumbents interviewed in late August, discussions held with C.U.P.E. and V.O.N. officials in early September and transfer arrangements and appointment letters completed in mid-September. The transfer went smoothly following the guidelines detailed in Dr. Elliott's letters which were known in advance from the meeting with Dr. Benson on July 7th.

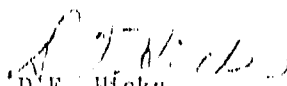
Three of the four incumbents require the use of automobiles and they were provided Corporation vehicles on a cost recoverable basis commencing 1 October 1976.

The 1976 Recast and 1977 Provisional Budgets of the Burnaby Health Department contain a separate account for the Home Care Program covering in detail the cost of salaries, benefits and transportation for transferred V.O.N. staff. Assurance has been given that expenditures on these items will be re-imbursed in total and Treasury has set up a billing procedure to recover costs incurred. In addition, tentative provision has been made for the recovery of those costs for the Home Care Program which have yet to be negotiated or approved in advance. The most immediate matter concerns rental of West Building facilities for the Home Care Program. This matter has been under active negotiation for several months. The Corporation has proposed a rental charge of \$422.50 per month for office space including services plus \$82.20 per month for basement storage but these amounts have not yet been approved by the Provincial Government. It is not anticipated that there will be much of an increase in the administrative costs to the Corporation as a result of integrating the transferred V.O.N. members to our staff or in housing all home care staff in our building. These matters can be dealt with as they arise in accord with the assurance given by the Provincial Department of Health that full financial responsibility for the conduct of the Home Care Program will be assumed by that department.

The Burnaby School Board on 27 September 1976 approved a report recommending integration of Home Care Program Nurses currently employed by the V.O.N. in Burnaby into the nursing staff employed by the Board effective 1 October 1976 on a cost recoverable basis.

RECOMMENDATION

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D.F. Hicks
PERSONNEL DIRECTOR