

To: All staff and physicians
From: Maura McKinnon, Chief Human Resource Officer
Date: Jan. 22, 2021
Re: **HR Update**

Update – Redeployment process

As we continue to navigate through the pandemic, we need to adapt to the changes it brings. As of Jan. 20, parts of our province have re-entered the red phase. We are a little more prepared, having a better knowledge of the need for process and for teamwork; we have adjusted our practices for continuation of care. It is important to remember the redeployment process and its purpose.

The Redeployment Centre is active to redeploy staff effected by a service slow down or closure to an area of high need **and** to staff those services impacted by an increase in service needs during our pandemic response such as an assessment center or immunization clinic.

There is a great need across the province for **clinical and non-clinical roles**. There is a need for RN, LPN, PCA, RT, MLT, administrative support, scheduling / reception, screeners and EVS. We are looking for a two- to four-week commitment if at all possible at first.

We are currently looking for part-time and casual staff looking to pick up extra shifts to volunteer their services to assist in these areas. **Please speak to your manager and have your name added to the redeployment tracker with the number of shifts you are available to help with.**

We are also asking managers to review their staffing levels and consider freeing up full time, part time and casual staff for redeployment. We appreciate that day to day business may not be slowing down but with additional pressures in the region we need support in many areas. **Please have available staff names added to the redeployment tracker as possible.**

Our main pressures are:

- Assessment Centres (all zones)
- Micro-Assessment Centres in Perth-Andover, Sackville, and Sussex
- Immunization clinics
- Emergency Departments
- Environmental Services
- Pre-screening for various departments

It is important to note that informally arranged redeployments are not to occur, rather all requests are to be logged formally through the redeployment tracker and follow the redeployment process. Comments can be added to the phone number fields if there is information you need to share with the redeployment team.

Suspension of instructor-led virtual learning and classroom-based learning

Effective immediately, delivery of all Workforce Development instructor-led virtual learning and classroom-based learning programs will be reduced during the Red Level.

We are continuing to offer BLS, ACLS, PPE, Pronation and other relevant ANCs to a specific targeted group who require re-certification. The New Brunswick Critical Care Program will continue to be offered.

CaRES orientation and Nursing Orientation will be delivered through e-learning.

Delivery of all MLD programs, French language training, NVCI, and most general clinical programs is suspended for at least the next six weeks.

E-learning programs and recorded webinars remain available through Skyline.