

**Grimshaw Regional Health Care Attraction and Retention  
Committee Meeting Minutes  
Monday, September 9, 2024 @ 7:00 p.m.**

**Attendees:**

**M.D. of Peace 135**

Lori Kinnee, Councillor

**Town of Grimshaw**

Stacey Messner, Deputy Mayor, Chairperson GRHARC

Wendy Wald, Mayor

Brian Allen, CAO

**Village of Berwyn**

Tristan VanderKlok, Councillor

Jatin Saini, Acting CAO/Finance Clerk- Via Zoom

**County of Northern Lights**

Brenda Yasinski, Deputy Reeve - Via Zoom

Gerhard Stickling, CAO – Via Zoom

**Alberta Health Services**

Susan Smith, Physician Resource Planner- Via Zoom

**RhPAP Consultant**

Kate Tindall

**Lac Cardinal Economic Development**

Misty Velichka

**Members at Large**

Charlene Cavers

Tara Elliot

# **Grimshaw Regional Health Care Attraction and Retention Committee Meeting Minutes Monday, September 9, 2024 @ 7:00 p.m.**

- 1. Call to order:** Stacey Messner called the meeting to order at 6:59 p.m
- 2. Additions/changes and approval of agenda:** Wendy Wald moved to adopt the agenda as presented. **CARRIED**
- 3. Review Meeting Minutes:** Lori Kinnee moved to adopt the meeting minutes from June 10, 2024. **CARRIED**
- 4. Old Business**
  - a. Regional Promotion Project Update – Lac Cardinal Economic Development, Misty:** A promotional video has been completed promoting business owners and community members within LACRED. With already 8000 views, this is to be published on website once the revamp is completed in November. Started a monthly video of a relocation, business, or community hotspot. Will allow all information needed for people looking to relocated to the area from real estate and what the area has to offer.
- 5. New Business**
  - a. Northern Alberta Medical Program – Community Engagement Session - Oct 23/24, 2024 – Stacey Messner:** October 23<sup>rd</sup> open house at the Grande Prairie Regional Hospital, and on October 24<sup>th</sup> community engagement session- by invitation only. Stacey to attend on behalf of committee & Town of Grimshaw. Will also have more information on the new medical clinic in Grande Prairie - Maskwa Medical Clinic.
  - b. Future IEN Placements – Grimshaw Health Centre – Stacey Messner:** On August 26, the GRHARC had a meeting with AHS to discuss the International Education Nurse (IEN) Program and Community Feedback regarding local EN applicants who have not received a call back for RN positions. The meeting was attended by AHS Representatives: Foduma Robinson, Trish Towns, Lynn Gaydosh, HR and Talent Acquisition. Grimshaw was identified as a location for international nurses two years

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ago when a severe shortage of RN's was identified. Positions were posted to meet immigration requirements. AHS has 4 requirements to meet when hiring IEN's; immigration permits, nursing membership, union, & site skill set. IEN's make a 30-month commitment to work in area when going through the program. The community feedback that the committee gave to AHS were 3 examples of local RN's who applied for positions in Grimshaw in the last 6-8 months, who did not get a call back. AHS acknowledges that there appears to be gap in hiring locals who have applied for nursing positions in the area. When local RN's apply online through AHS, they should also do a follow up with AHS Talent Acquisition to check on the status of their application.

Charlene – 3 locals had applied, and AHS was unaware, AHS was very responsive to questions and concerns and seemed surprised with this information we provided. AHS is learning that once an IEN starts work that it is 6-12 months before IEN's are working independently, so they are looking into temporary RN positions until IEN's get up to speed. Local RN's are encouraged to apply for any position- casual, temporary if full time is not available which get them in the door to full time positions.

Brenda- We were encouraged to have locals keep applying for any position posted on AHS website for our health center. AHS said that they need to focus on getting in front of 3<sup>rd</sup> year RN students who are on track as Alberta Graduates to get them into the hiring process at the Grimshaw Health centre.

Stacey- We have two IEN's coming to work at the Grimshaw Health centre this fall. Some issues AHS is facing is finding furnished accommodations and available transportation as IEN's are normally coming without a driver's license. AHS said it would be helpful to assign a Community Liaison to each new hire to help integrate them into the community.

**ACTION:** Stacey to contact Vision Learning Center regarding their Newcomer Mentorship Program and will draft an expectations list of a Community Liaison to distribute to the committee by Friday September 13.

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## c. **AHS Recruitment Update**

**North Zone Physician Resource Planner – Susan Smith** Dr Ras and Dr. Coutzee have been working very hard and have secured locum physician coverage for Grimshaw’s emergency room at the health center to date. There is a potential physician candidate being considered for Grimshaw. Still working to bring two physician positions to Grimshaw. Fairview might have physician in October and the other two in mid to end of November.

*Susan Smith left the meeting at 8:00 pm*

**Talent Acquisition Advisor, Nurses – Nicole Anderson** No update available

## d. **Nurse Practitioner Attraction Program – Village of Berwyn**

Tristian- Village is offering program which will include free use of municipal building, exempt from property tax, 10k education fund from village budget. Eligibility criteria: must have practitioner licences, reside in the town of Berwyn, conduct progress reports to the village council. Advertising through AB Muni’s website, newsletters, & neighboring municipal newsletters.

## e. **RhPAP Update – Kate Tindall** Community profiles on RhPAP website- Grimshaw needs to be updated. Misty will help with updating the profile with RhPAP. Upcoming training: Registration link for Rural Mental Health Training available, Locum program & physicians to speak on experience, How Do I Get Their programs via NAIT & NWP (healthcare careers), paramedics and pharmacy techs. Conference agenda is now available on website. Request for donation for door prize baskets for Conference.

**ACTION:** Brenda to put together a basket on behalf of GRHARC

## f. **PCN Update – Corina Hendrickson** Corina on vacation Stacey updated on her behalf: the clinic has hired a full-time registered nurse to work at the

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clinic; the clinic is phasing out paper charts and moving to electronic records.

**g. Meeting Survey Feedback – Stacey Messner**

Location: The meetings will continue to be offered online and in Grimshaw, staying with every 3 months, 1.5 hr duration, day meetings at 1pm in winter and summer at 6:30pm. Next Meetings and Times:

December 9, 2024 at 1:00 PM

March 10, 2025 @ 1:00 PM

June 9, 2025 @ 6:30 PM

September 8, 2025 6:30 PM

December 8, 2025 6:30 PM

**ACTION:** Belinda to send out updated meeting invitations to all GRHARC members

**h. Committee Roles & Responsibilities/Terms of Reference Review –**

**Stacey Messner** Would like to strike a sub committee to review changes to Committee Roles & Responsibilities and the Terms of Reference, consisting of one representative from each municipality and a member at large. Members include Tara, Lori, Tristian, Stacey & Brenda

**ACTION:** Stacey to send a meeting request to members to schedule an online meeting.

**6. CONFIDENTIAL - In Camera Discussion - Disclosure Harmful to Third Party Business Interest – FOIP Section 16**

Charlene moves to go in camera at 8:40 PM **CARRIED**

Tristian moves that we go out of camera at 9:26 PM **CARRIED**

**7. Next Meeting: Monday December 9, 2024 at 1:00pm**

**8. Meeting Adjournment: 9:27 PM**