

Do you have an

# OVERCAPACITY

problem?

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**TOO MANY PATIENTS**

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**NOT ENOUGH BEDS**

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**TOO FEW STAFF**

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Overcapacity negatively impacts **all** nurses regardless of where you work or your position. If you don't document your concerns about "hallway nursing" then they didn't happen!

## **Are you concerned about your professional practice?**

- Follow the procedures as outlined in your collective agreement (Article 59);
- Talk to your manager/supervisor and then fill out a PRF if the issue is not resolved to your satisfaction;
- Talk to your steward! They can help you file a PRF and can also raise the issue at union management meetings;
- You can also file a Workload Grievance in consultation with your steward if your concerns aren't being met (Article 32.06).

## Are you concerned about your own personal safety?

- Report **ALL** violence and aggressive behaviour incidents to a manager and steward for follow-up and investigation;
- Fill out a PRF to document your concerns;
- Talk to your OH&S steward who can bring your concerns to the OH&S committee or WorkSafeBC as necessary (or contact your regional chair at [www.bcnu.org](http://www.bcnu.org)).



## Is this your nursing story?

- Patients in tub rooms, hallways, closets on the wards with limited or no appropriate supports;
- Admitted patients waiting endlessly in the ER for a bed;
- Frequently working short staffed or OT;
- Increase in violence in the workplace.



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