

# JOINT MEMO



**To:** *Professional Responsibility health leaders and BCNU leaders*

**From:** *Provincial Professional Responsibility Working Group (PRWG)*

**Date:** *April 27, 2021*

**Subject:** *Professional Responsibility (PR) Process - Update*

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Appendix KK of the Nurses' Bargaining Association (NBA) Provincial Collective Agreement (2019-2022) includes the memorandum of agreement (MOA) regarding the professional responsibility (PR) process, outlining a new process to address professional practice concerns. The new PR process focuses on practice concerns related to nursing standards of practice and intends to solve practice concerns collaboratively at the local level. In the spring of 2019, the provincial PR Working Group (PRWG) was established with three representatives each from the Employer and the Union in addition to HEABC representatives.

**What was accomplished:**

BCNU's professional practice department (PPD) reviewed the unresolved PR forms (PRFs) filed since December 1, 2017 and themed them into professional practice and non-practice categories.

- Practice-themed PRFs were shared with each Health Authority (HA) and Providence Health Care (PHC) Professional Practice Office and Chief Nursing Officer (CNO) for collaborative review and action, if required.
- Non-practice PRFs were further themed (staffing/workload, OH&S, design/layout and equipment) and summarized in HA/PHC-specific reports by the Union PPD and sent to each HA/PHC Vice President of Human Resources for review. A summary of the outcome(s) was shared at the local Strategic Nurse Staffing Committee (SNSC).
  - It is important to note that unresolved staffing-related PRFs, from Jan 1, 2016 to Dec 1, 2017, were compiled to provide additional context and information for the HA/PHC Vice President of Human Resources.
  - The themes identified from the PRFs were extremely helpful to inform and guide the important work continuing at the SNSC.

To support the new PR process, the PRWG has developed:

- Guiding Principles document and flow charts to guide nurses and leaders through this new, local-level, collaborative problem-solving process
- Education resources
- Online learning module
- Electronic PRF

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Union PPD and PR Advocates are continuing to meet with HA/PHC CNO/Professional Practice and Affiliate Executive Directors (or their equivalents) to continue to build collaborative relationships and resolve outstanding practice issues.

With a goal to communicate the new PR process broadly and to continue to develop relationships, the PRWG membership has expanded to include representation from each HA/PHC and participation from rotating PR Advocates at the monthly meetings.

## **What's coming?**

The PRWG is in the process of finalizing a provincial evaluation plan and metrics to assess the new PR process.

More details will be shared in the coming weeks.