

JOINT MEMO



To: Professional Responsibility health leaders and BCNU leaders

From: Provincial Professional Responsibility Working Group (PRWG)

Date: May 27, 2019

Subject: Professional Responsibility (PR) Process Update

What's done: the PRWG has completed the following:

- New PR process Guiding Principles
- New PR process flow charts that outline guiding steps for nurses and leaders who work in Health Authority (HA)/Providence Health Care (PHC) and Affiliate organizations.
- Union Professional Practice Department (Union PPD) has gathered all unresolved PR forms (PRFs) filed since December 1, 2017 and themed the PRFs into professional practice and non-practice categories:
 - a. Professional practice PRFs will be addressed collaboratively, in an expedited process, with local employer and Union PPD members.
 - b. Non-practice PRFs have been themed into sub-groups: staffing/workload, OH&S, design/layout and equipment.

What's Next:

- To resolve and address the above identified PRFs, the PRWG will:
 - a. Professional practice files: contact HA/PHC CNO/Professional Practice and Affiliate Executive Director or equivalent and PR Advocates to schedule meetings to address outstanding practice problems per point a.
 - b. Non-practice files: a HA/PHC specific report will be sent to the VP of HR. The HA/PHC will provide a summary of the outcome(s) to the Strategic Nurse Staffing Committee (SNSC).
- New PR process Guiding Principles and flow charts are available at www.bcnu.org for all health care leaders.

What's Coming?

1. **PR education:** education materials will be jointly created. Sessions may be co-facilitated by union and employer representatives.
2. **Provincial evaluation plan:** the PRWG will determine a provincial evaluation plan and metrics to assess the new PR process and PR form.