

JOINT MEMO



To: *BC Nurses' Union, NBA members, HEABC member employers*

From: *Provincial Professional Responsibility Working Group*

Date: *April 11, 2019*

Subject: *Update: Transition to the new NBA Professional Responsibility Process*

As per the Memorandum of Agreement (MOA) re: Professional Responsibility Process of the 2019-2022 Nurses' Bargaining Association (NBA) Provincial Collective Agreement, a Professional Responsibility Working Group (PRWG) has been convened, with three members from both the Union and the Employer.

Since coming to a joint agreement on the need to separate professional practice concerns from those arising from scheduling, workload, and other non-practice issues, the parties have now tasked the PRWG with developing a streamlined process to address professional practice concerns.

PRWG's progress to date:

- First meetings were held April 3 to 5, 2019;
- Full review is underway of all Professional Responsibility Forms (PRFs) filed since December 1, 2017;
- The working group is sorting PRFs by:
 - professional practice concerns
 - issues such as staffing, workload and OH&S
 - closed or resolved files
- The working group is preparing reports ahead of meetings with the Vice-presidents of Human Resources (or equivalent) and Professional Practice Departments to discuss outstanding PRFs.

Transition Process

In the interim, if union members have a practice concern, they should speak to their manager/designate. If further advice or support is needed for Health Authority/Providence Health Care (HA/PHC) union members and managers/designates, contact:

- HA/PHC Professional Practice Office (PPO)
- BCNU Professional Practice Department (PPD) and/or
- B.C. College of Nursing Professionals (BCCNP).

If further advice or support is needed for affiliate union members or manager/designate – contact the BCNU PPD and/or the BCCNP.

For concerns such as staffing, workload and OH&S, union members should first contact their manager/designate, and contact their union steward if further assistance is needed.