



WORKLOAD/STAFFING, OHS REPORTING AND PROFESSIONAL RESPONSIBILITY PROCESS RESOURCE

Addressing Nursing Concerns in the Workplace

Unsure What to Do?

If you are unsure where your concerns land or if your concerns involve a combination of workload/staffing, nurse safety and/or professional practice, please contact your [steward](#) who can help you focus on the correct pathway for resolution. Article 60, Article 32, and Appendix KK listed below are from the current 2019 – 2022 Nurses' Bargaining Association Collective Agreement found [here](#).

Issue Identified

Workload/Staffing

Article 60 - Direct Patient Care Staffing

OHS Reporting

Workers' compensation act WorkSafeBC
NBA Article 32 - Occupational Health and safety

Professional Responsibility Process Resource

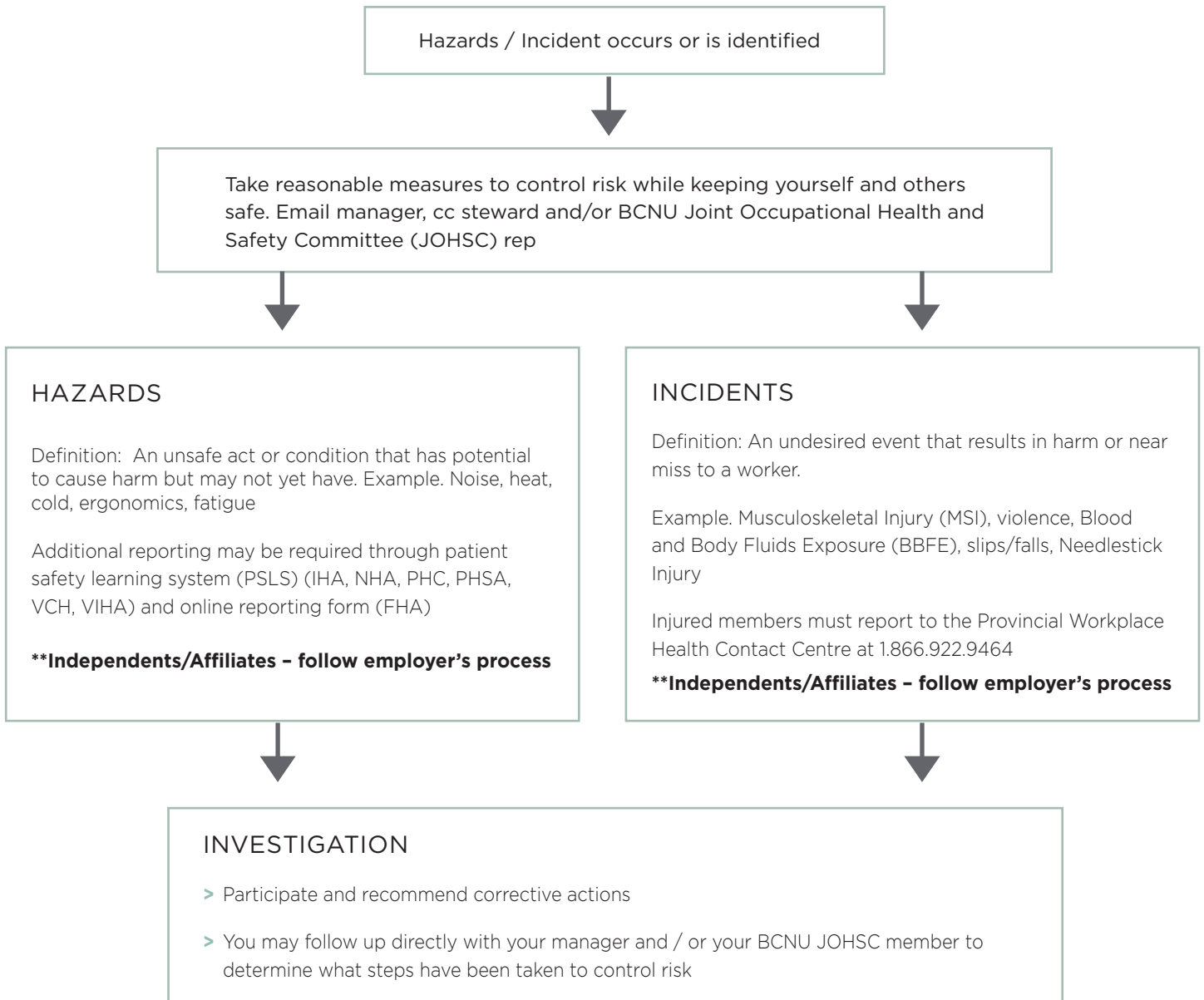
Appendix KK
MOA PR Process

Note: If your concerns are regarding patient safety, please complete your Employer Patient Safety Learning System (PSLS).

Article 60 - Workload/Staffing

- > Ensure the Patient Care Assessment Process (PCAP) has been completed; if there are issues with the PCAP or the Working Short Premium (WSP) reach out to a steward. Learn more about the [Interim Patient Care Assessment Process \(PCAP\)](#)
- > Link to the [interim PCAP online education module](#)
- > If you feel you are being asked to work an unreasonable amount of overtime by the Employer, reach out to a steward
- > For Article 60 assistance, connect with a local steward. For information on who your steward is, log into <http://memberportal.bcnu.org/>
- > (The BCNU member portal is on the BCNU website, www.bcnu.org).

Article 32 - OHS Reporting



Member Resources

- > BCNU Health and safety support; healthandsafety@bcnu.org (BCNU OHS experts can be contacted for continuous safety support)
- > [BCNU mental health](#) supports such as personal resiliency education.
- > WSBC- Prevention Line - OHS regulatory body - 604-276-3100
- > For time loss contact WorkSafeBC (WSBC) Teleclaim: 1-888-967-5377
- > Employee Family Assistance Program and Critical Incident Stress debrief accessed through your employer

Appendix KK – Professional Responsibility Process Resource

Are you experiencing professional practice problems at work?

The revised professional responsibility (PR) process addresses professional practice problems related to the Nursing Standards of Practice of the provincial regulatory body, which fall into the following themes:

- > Policies and Procedures/Guidelines
- > Education and Training
- > Leadership Support
- > Orientation
- > Scope of Practice
- > Skill Mix
- > Role Clarity
- > Communication
- > Mentorship
- > Other

The first step in the professional responsibility (PR) process is a conversation with your excluded manager.

Who's Here to Help?

- > Your Professional Responsibility Advocate (PR Advocate) – go to the [member portal](#) to find how to get in touch.
- > The BCNU Professional Practice team: prp@bcnu.org

Want to Learn More?

- > [PR Process page of the BCNU website](#)
- > [PR Process Education Module](#)