

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 <u>steward</u> 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



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 <u>Interim Patient Care Assessment Process</u> (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 infomation on who your steward is, log into http://memberportal.bcnu.org/
- > (The BCNU member portal is on the BCNU website, <u>www.bcnu.org</u>).



Article 32 - OHS Reporting

Hazards / Incident occurs or is identified



Take reasonable measures to control risk while keeping yourself and others safe. Email manager, cc steward and/or BCNU Joint Occupational Health and Safety Committee (JOHSC) rep





HAZARDS

Definition: An unsafe act or condition that has potential to cause harm but may not yet have. Example. Noise, heat, cold, ergonomics, fatigue

Additional reporting may be required through patient safety learning system (PSLS) (IHA, NHA, PHC, PHSA, VCH, VIHA) and online reporting form (FHA)

**Independents/Affiliates - follow employer's process

INCIDENTS

Definition: An undesired event that results in harm or near miss to a worker.

Example. Musculoskeletal Injury (MSI), violence, Blood and Body Fluids Exposure (BBFE), slips/falls, Needlestick Injury

Injured members must report to the Provincial Workplace Health Contact Centre at 1.866.922.9464

**Independents/Affiliates - follow employer's process





INVESTIGATION

- > Participate and recommend corrective actions
- > You may follow up directly with your manager and / or your BCNU JOHSC member to determine what steps have been taken to control risk

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