Member Information Session: EVOLVING CHALLENGES IN LONG-TERM CARE

November 4, 2020

What You Need to Know – Professional Responsibilities

- You need to be familiar with SRNA & RPNAS documents like:
 - Standards, Competencies, Code of Ethics and interpretations of the RN and RPN scopes of practice
- You need to know these documents describe your practice and will support concerns regarding staffing and workload
- You need to know these documents confirm you are responsible and accountability for supervision, assignment and coordination of care – no other provider has this requirement or responsibility.



What You Need to Know: Professional Responsibilities

- You need to know that if you have a Manager or Director that is a registered nurse, they are responsible to uphold the very same responsibilities and accountabilities as you.
- You need to know that when you can not meet these professional responsibilities and obligations you must communicate to your manager and document your concerns.
- You need to know it is critically important that you contact your professional association to articulate your concerns.



- You need to know that the SUN/SAHO, All Nations Healing Hospital and Extendicare have provisions in their collective agreements to support registered nurses.
- You need to know there are slight differences in specific language but all 3 have language about Charge Pay, Standby and Nursing Practice which is relevant in today's session.



Charge Pay

- You need to know in the SUN/SAHO & All Nations Healing Hospital collective agreements, if you are the Charge Nurse and you have determined additional staff are necessary and **no registered nurse management** are available, you shall have the authority to call such additional staff subject to criteria established. If no criteria has been established, you shall have the authority to call additional staff that in your professional opinion are necessary.
- You need to know in the Extendicare collective agreement, the language is the same however, management does not need to be a registered nurse.



Standby

- You need to know in the SUN/SAHO, All Nations Healing Hospital & Extendicare collective agreements, obligations are outlined when and how you can be assigned Standby, length of time for Standby, what your pay will be, and communications devices be available if requested.
- You need to know that if there is only one (1) registered nurse on duty that the Employer shall ensure that an out-of-scope manager is available in the event of an emergency.



Nursing Practice

- You need to know in the SUN/SAHO, All Nations Healing Hospital & Extendicare collective agreements, the Employer shall provide a working environment that is consistent with nursing standards, practices & procedures.
- You need to know in the SUN/SAHO, All Nations Health Hospital & Extendicare collective agreements, the Employer shall have policies and procedures that are consistent with SRNA & RPNAS standards and legislation.



Minimum Staffing In LTC

- NO minimum staffing requirement.
- *The Housing and Special Care-home Regulations, 2011* states that nursing care is carried out by or under the direction of a registered nurse or registered psychiatric nurse on a 24-hour basis.
- NO requirement for a registered nurse who is: a) a SUN member or b) that the registered nurse is on-site.
- The resident, the provider, and the environment are critical factors to be considered in the workplace and will determine who is the most appropriate to provide care supported by evidence, nursing research, and best practice (SALPN, SRNA & RPNAS, 2017).



Minimum Staffing In LTC

What to Do:

- You demonstrate leadership and professional advocacy when you raise concerns about staffing and workload.
- You have a professional responsibility and accountability to speak up when you can't meet your regulatory requirements (i.e.: standards, competencies, code of ethics & scope of practice).
- Fill out a Work Situation Report (WSR)
- Contact Duty Roster (ERO/NPO)
- Contact SRNA / RPNAS



Staffing: Only registered nurse on shift.

- If you don't have the right number/type of staff to provide care to your residents, you need to discuss your concerns with your Manager.
- The discussion should be based on your assessment and evaluation, staffing complement, patient/staff safety, and your ability to meet regulatory and Employer requirements.
- In the absence of a Manager, then your collective agreement will apply and outlines the steps to be taken to obtain additional and appropriate staff.



Staffing: Only registered nurse on shift.

What to Do:

- If you are unable to meet your Employer and Regulatory requirements, then you need to communicate and document your concerns as a Leader in your facility.
- Fill out a Work Situation Report (WSR)
- Contact Duty Roster (ERO/NPO)
- Contact SRNA / RPNAS



Call In: Manager not a registered nurse and directs who to call in.

- Your Employer can outline a call-in process/criteria.
- You need to balance this against your assessment, clinical judgment and critical thinking. Who is the most appropriate provider to meet the residents needs?
- If a registered nurse is needed, then you need to talk to your Manager to obtain appropriate staffing.



Call In: Manager not a registered nurse and directs who to call in.

What to Do:

- If a registered nurse is needed and not supported, you must use your collective agreement to ensure for safe, competent and ethical care to your residents.
- Fill out a Work Situation Report (WSR)
- Contact Duty Roster (ERO/NPO)
- Contact SRNA / RPNAS



Standby: What is it & What do I need to know?

- Standby is an article unique to SUN.
- Standby is an assignment made by your Employer attached to your regular shift, not less than 8 hours and you must respond to return to work.
- You cannot be scheduled at the end of your last shift and cannot be scheduled when you are not scheduled to work without mutual agreement from the Local, Employer and Members.



Standby: What is it & What do I need to know?

What to Do:

• Contact Duty Roster (ERO/NPO)



Who to Contact

Duty Roster – Regina

Phone: (306) 525-1666 / (800)667-7060 Email: regina@sun-nurses.sk.ca

- Cypress, Five Hills, Regina Qu'Appelle & Sun Country
- All Nations Healing Hospital & Extendicare Elmview, Sunset, Parkside & Moose Jaw

Duty Roster – Saskatoon

Phone: (306)665-2100 / (800)667-3294 Email: saskatoon@sun-nurses.sk.ca

- Heartland, Keewatin Yatthe, Kelsey Trail, Mamawetan/Churchill, Prairie North, Prince Albert Parkland, Saskatoon & Sunrise
- Extendicare Preston

