



Member

FILED BY

Clark Kent

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EMPLOYER

TEST Health Authority

WORKSITE

TEST SUN Hospital

DEPARTMENT

Medicine

LOCAL

Local 315, TEST Hospital SUN

Case Details

UNIT/AGENCY

Medicine

INVOLVED SUN MEMBERS

Flo Night, RN

Shift Details

SHIFT 2026-04-15 , Day

	BASELINE	ON DUTY	NEEDED
RN	6	5	6
RPN	0	0	0
NP	0	0	0
LPN	5	4	5
Other	5	4	5

Management Onsite

Charge Nurse with patient assignment

Charge Nurse without patient assignment

Patients

NUMBER OF PATIENTS

42

RN/RPN/NP TO PATIENT RATIO

1:8.400

BEDS IN UNIT

40

PLANNED PATIENT HOURS

0

OVERCAPACITY

ACTUAL PATIENT HOURS

0

Step 1: Actions Taken for Low Level Resolution

- Department / Unit Huddle
- Discussion with RN manager/supervisor
- Discussion with co-workers/Charge Nurse
- Workload discussion

Other

Charge Nurse had to take a patient assignment.

- Ongoing issue or repeat incident that should be identified for trending purposes

Step 2: Notification of Manager or Designate

- Manager Notified
- | MANAGER NAME | METHOD OF COMMUNICATION |
|----------------------|-------------------------|
| Mgr Name, Non-RN/RPN | Face to Face |

Manager Response

We are trying to get extra staff but no one is answering the phone.

MANAGER OR DESIGNATE NOT AVAILABLE, STAFF CALLED IN PER ARTICLE 9.03

CALL-IN CRITERIA PER ARTICLE 9.03

WHO WAS CALLED IN

Explanation of Unsafe Shift

- Equipment/supply issues
- Inability to monitor, observe or check patient(s)
- Isolation precautions
- Non nursing duties
- Nursing code of ethics breached or risk of breach
- Physical layout of facility/unit
- Staff safety concerns
- Too many patients
- Wrong skill mix (i.e. need RN, LPN or 1:1)
- High acuity
- Inadequate orientation/training/equipment
- Leaves not replaced
- Not enough qualified staff/Jr. Sr. mix
- Patient negative outcome, harm or incident
- Physician related concerns
- Supports not available (management, PT, SW, etc.)
- Workload

Additional Details

Sick leave not replaced, Charge Nurse had to take assignment, staff stretched too thin, patient fell

Unmet Professional Standards

- | | |
|--|--|
| <input type="checkbox"/> 24 Hours RN/RPN/NP Coverage (LTC) | <input type="checkbox"/> CNA Code of Ethics |
| <input checked="" type="checkbox"/> CRNS Standards | <input checked="" type="checkbox"/> Employer/Region Policy |
| <input type="checkbox"/> National Standards | <input type="checkbox"/> OHS Legislation |
| <input type="checkbox"/> RPNAS Code of Ethics | <input type="checkbox"/> RPNAS Standards |

Additional Details

Unable to provide safe care. Unable to complete post-fall monitoring per Employer policy.

Unsafe Situation Status

- | | |
|---|--|
| <input type="checkbox"/> Closed the unit to admissions/bed closed | <input checked="" type="checkbox"/> It was not resolved |
| <input type="checkbox"/> Obtained correct number of staff | <input type="checkbox"/> Obtained correct skill mix of staff |
| <input type="checkbox"/> Ongoing issue for further monitor | <input type="checkbox"/> Provided the necessary training/preceptor |
| <input type="checkbox"/> Refused assignment/I was reassigned | |

Additional Details

No one came to help, so we just worked short.

Impact on Patient Care

- | | |
|--|---|
| <input type="checkbox"/> Delayed or cancelled treatment or programming | <input checked="" type="checkbox"/> Inability to answer call lights |
| <input type="checkbox"/> Inability to give or receive report | <input checked="" type="checkbox"/> Inability to practice safe patient care |
| <input type="checkbox"/> Inadequate patient pain management | <input type="checkbox"/> Incomplete admissions |
| <input checked="" type="checkbox"/> Incomplete assessments | <input checked="" type="checkbox"/> Incomplete discharge planning/teaching |
| <input type="checkbox"/> Increased length of stay for patient(s) | <input checked="" type="checkbox"/> Negative outcome, harm or incident |
| <input type="checkbox"/> Patient(s) left without being seen | |

Additional Details

Patient had a fall, was unable to review d/c instructions with 2 patients, call lights rang for over 20 mins, unable to do post fall monitoring

Action Taken

- | | |
|--|---|
| <input type="checkbox"/> Contacted CRNS/RPNAS/CNPS | <input type="checkbox"/> Contacted SUN Provincial |
| <input type="checkbox"/> Notify Local | <input checked="" type="checkbox"/> Notify nurses on next shift |
| <input type="checkbox"/> Notify On-Call Manager | <input checked="" type="checkbox"/> Occurrence/Safety Report # |
| <input type="checkbox"/> Repeated phone calls to Manager | <input type="checkbox"/> Stop the line |
| <input type="checkbox"/> Unit/bed closure | <input checked="" type="checkbox"/> Worked shift without assistance |

Additional Details

Patient Fall Reported as required per policy

Incident Description

Today we had a sick call and were unable fill the leave. The Charge Nurse had to take a patient assignment while trying to all manage the Charge Nurse responsibilities. We had call bells ringing for over twenty minutes, one of which was a patient who fell on the floor. We were so short staffed

Recommendations for Resolution

Bolster casual pool as we have very few casuals to rely on for sick calls

Communication Record

This WSR form was submitted on-line by the SUN member identified at the top of this record. Electronic copies of this record have been sent to the following participants in the roles of Union Local & Provincial Representatives and a Employer Unit Manager Representative.

2026-04-15 5:06:48 p.m.

This document was created by Clark Kent. A notice of this document was sent to the following via email:

Member: Clark Kent, sunlink.test@outlook.com

Local Representative: SUN Test (NAC), sun.test.nac@outlook.com

Provincial Representative: Name Name, name.name@sun-nurses.sk.ca

Unit Manager: Name Name, name.name@hospital.com

Message ID: 00-a8e7a69c544b87a51e86afa0cf34fbd5-eb86ddc59fe4faf0-00