

NO PRACTICE ARTICLES? BRIDGING THE GAP FAQ

May 2026

HOW DO I ADDRESS CONCERNS ABOUT PROFESSIONAL PRACTICE?

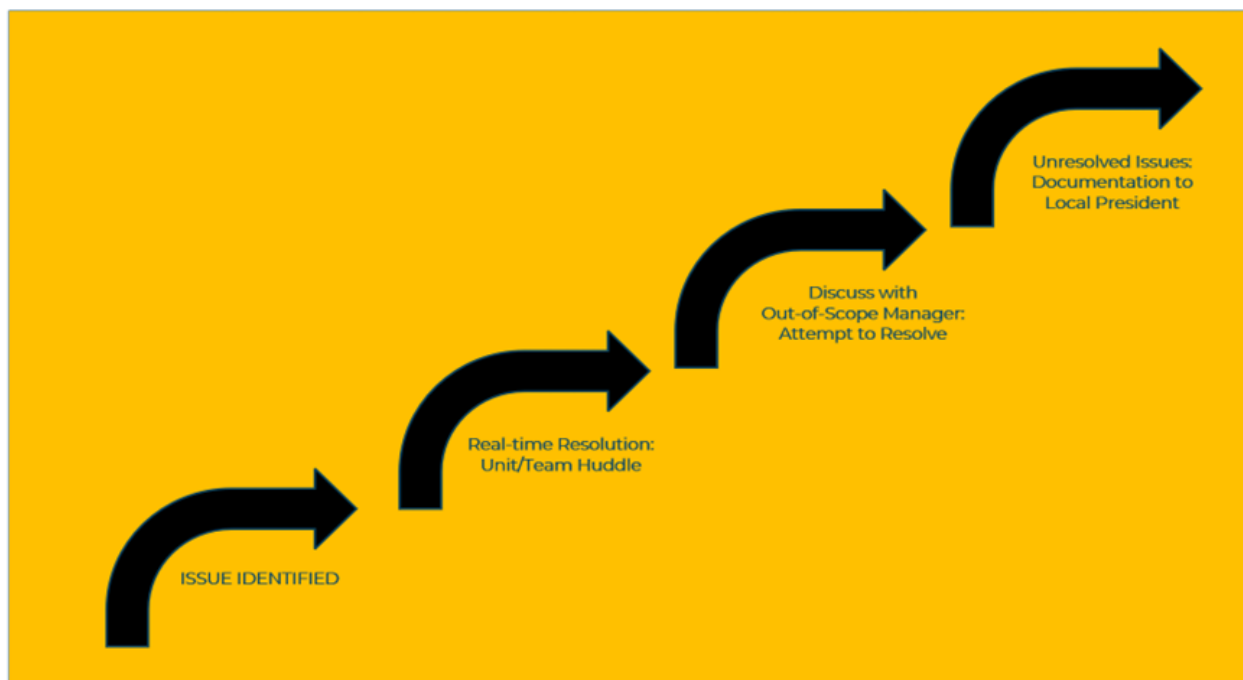
Not all SUN collective agreements currently have professional practice language, a nursing advisory process, Work Situation Reports, or the ability to escalate concerns to the Board of the Employer, or beyond to an Independent Assessment Committee.

But that doesn't mean that professional practice, workload, and staffing concerns can't still be addressed at the Local level. All SUN members can use low-level resolution when they have concerns in their work environment.

You should talk to their Manager/designate to find solutions when concerns arise in practice; and, if unresolved, factually document the concerns and provide the information to your Local President.

The graphic outlines the 4-Step Process that SUN members without professional practice articles should follow.

PATHWAY TO LOW-LEVEL RESOLUTION



Locals who do not have the professional practice and nursing advisory process articles cannot complete a formal Work Situation Report.

WHAT STEPS SHOULD I TAKE TO ADDRESS PROFESSIONAL PRACTICE, WORKLOAD AND STAFFING CONCERNS?

1. Identify situations where you are:
 - Asked to perform more work than is consistent with proper patient/client/resident care and can't provide the minimum levels of registered nursing care (aka: workload).
 - When you do not have the 'right providers, to provide the right care, to the right patients*, at the right time' (aka: staffing).
 - When you are unable to fulfill your regulatory and Employer responsibilities.
2. Try to solve the concern in real-time using low-level resolution, such as:
 - Unit or Team huddle
 - Consulting with colleagues (i.e, Charge Nurse, Coordinator), reprioritizing tasks/assignments, or calling for assistance from other areas.
3. Contact your Manager/designate to discuss your concerns and try to find solutions.
4. If they can't resolve your concerns on the shift, either on a break or following your shift:
 - Document all the steps and actions that you took to address the professional practice, workload or staffing concern, including date/time and identity of your Manager/designate contacted.
 - Explain what made your shift unsafe
 - Check out the [SUN/SAHO Work Situation Report Sample](#) form for recommended information to be included in your documentation.
5. Submit your written documentation and contact information to your Local President. A plan can then be developed to address SUN Member concerns.

WHO CAN I CONTACT IF I HAVE QUESTIONS OR NEED ADVICE?

You can contact various experts, including your SUN Local Executive, SUN Labour Relations Officer, Nurse Practice Officer, regulatory bodies, and the Canadian Nurses Protective Society, which provides professional liability protection to members.

- [SUN Labour Relations Officer/Nurse Practice Officer Servicing Assignments](#)
- [College of Registered Nurses of Saskatchewan \(CRNS\) – Nursing Practice Consultation](#)
- [College of Registered Psychiatric Nurses of Saskatchewan \(CRPNS\) – Practice Program](#)
- [Canadian Nurses Protective Society \(CNPS\) – Legal Advice](#)