

Professional Practice & Workload: Issues, Concerns and Situations

Communication	Medication	Regulatory & Professional Requirements
<ul style="list-style-type: none"> □ Chain of Command – Communication Responsiveness □ Lack of Out-of-Scope RN/RPN – Clinical Decisions □ Documentation System □ Lack of Leadership & Support □ Lack of Communication (i.e.: scheduling, physician, interdepartmental, interfacility, security, police, EMS) □ Nursing Communication Resources/Equipment □ Patient* or Family Complaints/Concerns 	<ul style="list-style-type: none"> □ Nursing Process & Medication Management □ Rights of Medication Administration □ Interruptions □ Missed/Delayed/Omitted Medications □ Availability of Medications □ Delay in Obtaining Medication(s) □ Organizational Policy/Procedure/Work Standard □ Access to product monographs/resources □ Processing of MD/NP Orders □ Pharmacy/Pharmacist - Other Related 	<ul style="list-style-type: none"> □ Nursing Legislation (<i>The RN Act & The RPNAS Act</i>) □ CRNS – RN Entry Level Competencies & Standards □ CRNS – RN (AAP) Standards & CDTs □ CRNS – NP Entry Level Competencies & Standards □ CRPNS Standards □ Code of Ethics □ Scope of Practice □ Regulatory Guiding documents □ Professional Standards – Specialty Practice □ Provincial Legislation, Regulation, or Guidelines □ Federal Legislation or Regulation
Education/Orientation/Inservice	Non-Nursing Duties	Safe Staffing
<ul style="list-style-type: none"> □ Insufficient Clinical Support (i.e.: Clinical Resource Nurse, Clinical Nurse Educator, Nurse Clinician) □ Inadequate Orientation/Training □ Access to Inservice/Training □ Lack of Education/Orientation/Inservice □ New Skills/Certifications/Education □ Renewal Skills/Certifications/Education □ Off-service Patients □ Floating □ Unclear Job Descriptions/Duties/Roles □ Access to Resource Information 	<ul style="list-style-type: none"> □ Insufficient/Inadequate Support Staff □ Supports not Available (i.e.: OT, PT, SW) □ Scheduling/Calling-In Staff □ Answering Telephones □ Dietary Fulfillment □ Housekeeping/Cleaning □ Supplies/Equipment □ Transporting/Portering □ Facility Maintenance □ Out-of-Scope Duties/Responsibilities □ EMS/Emergency Services/Transport 	<ul style="list-style-type: none"> □ Insufficient/Inadequate Baseline Staffing □ Junior/Senior Mix □ Staff Skill Mix □ Workload □ Lack of Casual Staff □ Acuity/Complexity/Unpredictability □ Too Many Patients □ Coordination of Care □ Inappropriate Assignment of Care □ Inability to Supervise □ Inability to Monitor, Observe or Check Patients □ Lack of Sufficient Support Staff (i.e.: Unit Clerk) □ Overcapacity for Scheduled Staff/Available Beds □ 24-hour RN/RPN Coverage □ Model of Care □ Nurse Overtime & Fatigue □ Missed Breaks □ Staff/Leaves Not Replaced □ Floating
Policy, Procedure, Protocol, Work Standard	Environment	Safety
<ul style="list-style-type: none"> □ Access to Policy/Procedure/Protocol/Work Standard or Resource Information □ Lack of Education/Training/Inservice □ Violation or Breach of Nursing Clinical Policy/Procedure/Protocol or Work Standard □ Violation or Breach of Standards, Competencies, Code of Ethics, or Regulatory Guiding documents □ Violation or Breach of Professional Standards □ Failure to follow Best Practice/Evidence-based Practice □ Violation or Breach of Human Resources Policy/Procedures 	<ul style="list-style-type: none"> □ Physical Layout □ Inadequate Patient* Space (i.e.: hallway, family room) □ Equipment Training/Inservice / Education □ Alarm/Call Systems □ Broken/Faulty Equipment □ Inadequate or Missing Equipment &/or Supplies □ Cleanliness of Environment □ Construction/Renovation □ Power/Plumbing/Heating □ WHIMIS - access to MSDS sheets/mislabelled chemicals 	<ul style="list-style-type: none"> □ Sharps, Safety equipment, and Resources □ Inappropriate placement of Patient* □ Patient* Adverse Event Harm (actual or potential) □ Safety & Security of Environment □ Staff Safety – Incident/Injury /Accident □ Outbreaks □ Infection Prevention & Control □ Physician Related (i.e.: availability, overbooking)

Asterix (*) – Patient, Resident or Client
 Compiled from: New Brunswick Nurses Union, Ontario Nurses Association & Saskatchewan Union of Nurses resources