

Activism and Professionalism go Hand-in-hand



Are you concerned about the quality of care you can provide?

Most of ONA's collective agreements contain a process that lets you address concerns about your professional practice and workload issues.

The professional responsibility process has improved patient care including:

- Increased staffing levels.
- Developed safer workplaces.
- Improved communication between nurses.

ONA's Professional Responsibility Clause

- ✓ Gives you a say in the quality of care you provide.
- ✓ Provides a problem-solving approach that helps you meet your professional standards.
- ✓ Provides documented evidence.
- ✓ Provides you with union representation for practice concerns and as a venue for dispute resolution.

ONA is here to help you with your practice and workload concerns. Please visit the ONA Professional Practice website at www.ona.org/pp for important resources, information and tips that will help you to solve workplace issues.



Reporting unsafe patient/client/resident care or practice to your employer is your professional responsibility.

How to report

- Obtain a **Professional Responsibility Workload Report Form** from your Bargaining Unit President.
- Fill out the form every time the employer creates an unsafe and/or unprofessional practice or setting.
- This form is the start of a paper trail to show there are problems that need a response from your employer.

When to use the form

Fill out a form when you encounter:

- Inadequate/inappropriate staff and/or skill mix for acuity/activity.
- Any delayed, incomplete or missed assessment, treatment or medication.
- Non-nursing duties and/or lack of support staff.
- Any workload, employer practice, policy or situation that is detrimental to patient/client/resident care and/or safety.
- New patients or overflow patients admitted to unit with inadequate staff.
- Lack of educational support including staff not given adequate orientation and/or mentorship in area assigned.
- Lack of leadership and/or leadership support.
- Lack of adequate equipment and/or supplies.

When completing the form

When completing the form, always contact your Bargaining Unit President for assistance.

Focus on:

- **Patient care factors** – for example, care requirements – acuity, complexity and predicatability, overcapacity/hallway patients, 1:1 patients, restraints, altered mental status, less than four hours post-op, etc.
- **Nurse** – ability to meet practice standards, category of nurse/care provider, new, experienced and familiar to the area/unit.
- **Environment** – practice supports, policies, time for consultation and collaboration, equipment.
- **Practice** – how was your practice affected?



The Ontario Nurses' Association is the union representing 60,000 front-line registered nurses and allied health professionals as well as more than 14,000 nursing student affiliates providing care in Ontario hospitals, long-term care facilities, public health, the community, industry and clinics.