

Nurses of Coquille Valley Hospital

Executive Team

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ONA's QR Code



What is this: QR code. A QR code (abbreviated from Quick Response code) is a type of matrix barcode (or two dimensional code) that you use with your smartphone.

How to Use: With a QR code reader app on your smart phone, take a picture or scan the QR code to open the ONA website in your phone's web browser. Many smart phones come with the app pre-installed, but others you will have to download a QR code reader app.

STAFFING LAW

Nurses at CVH are concerned regarding staffing since moving into the new facility. The increase in the filing of the Staffing Request and Documentation Forms (SRDF) has dramatically increased in the last several months. These concerns have also led to the question of what is the nursing role in supporting staffing decisions at a facility. The staffing law speaks directly to this. The law is intended to ensure that patients receive "safe patient care", defined as: "...nursing care that is provided appropriately, in a timely manner, and meets the patient's health care needs." (333-510-0002 (9)).

The staffing law requires a **hospital-wide nurse staffing committee** must be in place and:

- Be comprised solely of equal numbers of hospital nurse managers and direct care registered nurses as its exclusive membership for decision making;
- Include at least one direct care RN from each hospital specialty to be (who is) selected by the direct care RNs;
- Must document how input of each member in decision making is assured.

The written **staffing plan** must be:

- Based on an accurate description of individual and aggregate patient needs and requirements for nursing

care;

- Based on specialized qualifications and competencies of the nursing staff;
- Ensure skill mix and competency meet the nursing care needs of the patient;
- Consistent with national recognized evidence-based standards and guidelines established by nursing specialty organizations;
- Recognize differences in patient acuteness;
- Include a formal process for evaluating/initiating limitations on admissions or diversion of patients when, in the judgment of the direct care registered nurse, there is an inability to meet patient care needs or a risk of harm to existing and new patients;
- Establish the minimum numbers of nursing staff personnel including licensed practice nurses and CNA's required on specific shifts (no fewer than one RN and one other nursing care staff on duty on a unit when a patient is present);
- Must maintain and post a list of on-call nursing staff or staffing agencies that may be called to provide qualified replacement or additional staff...list must be available to the individual responsible for obtaining replacement staff.

EXECUTIVE TEAM MEMBERS

With the end of 2012 in sight, it brings the realization that the bargaining process will begin again. We all know that the more members involved in the process the better the outcome. Let's start this year with a resolution to become involved and beat the apathy that is so devastating to a bargaining unit.

Those that are interested in becoming involved and working together on our contract, contact ONA Labor Relations Representative Julie Serrano at Serrano@oregonrn.org, or Local President Linda Wirebaugh. *Together we can make it better!*

Why take the time to fill out a SRDF?

Have you ever been frustrated by when you have brought a problem to management and they have stated "We didn't know"? The SRDF is the tool that has been created to make sure that all individuals involved in making the staffing decisions have the correct data. As nurses, we are obligated by our license to report such staffing concerns. By not making management aware of the situation, it could be held against you as the nurse who is caring for a patient if an incident occurs. Nurses have been reported to the Oregon State Board of Nursing (OSBN) for many situations that directly resulted from poor staffing conditions. If a patient is harmed or does not receive the care they feel that they should have received, due to staffing, we need to speak up.

The data collected by the SRDFs can be used by staffing

committees and management to support staffing decisions and requests. It can also help facilitate a conversation when challenges seem to be up and coming in a unit or department. We need to protect our nursing licenses. The SRDF forms can actually help the nurse defend their license. This is why the SRDF has the very straight forward following statement:

I indicate my acceptance of the assignment under protest. It is not my intention to refuse to accept the assignment and thus raise questions of meeting my obligations to the patient nor am I refusing to obey an order if such were given. However, I hereby give notice to my employer of the above facts and indicate that for the reasons listed, full responsibility for the consequences of this assignment must rest with the employer. Copies of this form

may be provided to any and all appropriate state and federal agencies.

This statement:

- Puts the facility on notice of inadequate staffing;
- Protects the nurse's license;
- Collects useful data to track trends and long term staffing concerns;
- Creates a paper trail.

Returns ownership of staffing inadequacies to the facility while allowing the nurse to care for the patient.

Please take time to help us create safer staffing. Your input as a bedside provider is valuable. At no time can the person, or persons, filling out these forms be disciplined or retaliated against for providing this valuable information.