Exciting news on meals and breaks!
8C TSICU presented data collected from their pilot program of using dedicated meal and rest break RNs. The pilot ran for two weeks and provided day and night shifts with one six-hour and one four-hour meal and break nurses. Even though only 12 out of 56 shifts had both break nurse slots filled the results were remarkable which included a profound decrease in incremental overtime and nurses who participated expressed feeling less fatigue. The staffing committee approved the expanding the pilot to all critical care units. AURN members must keep pressing management that the only solution is dedicated meal and break nurses as they have at OHSU Hillsboro and Sacred Heart Medical Center in Springfield!

At the next HNSC meeting, May 4, Labor and Delivery will present their meal and break data! HNSC meetings are open to all AURN members to observe, reach out to your cluster representative or an ONA representative for info on how to attend!

Definition of “Minimum Staffing”
The AURN HNSC members are committed to providing definitive guidance on required elements of the minimum staffing grid. Management has proposed not including charge nurses in the minimum staffing grids. The law says staffing plans must establish the minimum number of nursing staff, including CNAs, to support the nursing services offered. Charge nurses, staff nurses, and CNAs provide the nursing services that allow a unit to function every shift, and they must be included in the minimum staffing grids.

Your staffing committee representatives are committed to moving OHSU into compliance with the law by creating staffing plans that are designed by nurses, for patients! In this time of unprecedented nurse fatigue and costly turnover, we need OHSU to change the status quo from budget-driven nurse staffing to NURSE STAFFING DRIVEN BUDGETS!

Minimum staffing is on the May agenda and the staffing committee members hope to reach a clear definition and provide clarity for UBNPCs. Come observe the meeting and support your representatives on May 4!
Staffing Variance Analytics Update!
Lace Velk, BSN, RN, the AURN perioperative and peri anesthesia cluster representative on the staffing committee, presented a new process for analyzing staffing variance forms. Creating a process that can objectively analyze trends in staffing deficiencies is a critical step in compelling OHSU to invest more in staffing. This project garnered widespread support from management and AURN members to move forward and utilize institutional resources to drive the process change.

If you have any questions, please contact your ONA labor representative, executive team leaders or unit rep.