LETTER OF UNDERSTANDING—RESOURCE NURSES

Providence Newberg Medical Center (PNMC) recognizes the value of Resource Nurses to assist with patient care activities and to support nurses with the provision of safe and high-quality care. Resource Nurses will also assist with the provision of meal and break relief coverage, support staffing needs due to changing patient conditions and fluctuations in patient volumes and help limit diversion or delays in patient care and admission/transfer/discharge. The Resource Nurse will not be the initial solution for day-to-day staffing needs.

The Medical Center intends to post and fill at least one (1) Resource Nurse position. The parties agree to partner at Task Force to discuss Resource Nurses and their support of patient care and meal and rest period coverage at the Medical Center. This discussion will include prioritization of units for which a Resource Nurse may be beneficial, and the possibility of creating alternative shifts or assignments for Resource Nurses. The intent of the plan design is to not create additional overtime, differentials or other incentive pay. This plan should reflect support for patient care in the areas in which the Resource Nurse is deemed clinically competent. Such a plan design will have specific goals created and will then be implemented on a trial basis with specific timeline for review against the established goals. The PNMC/ONA Task Force will evaluate success and recommend future steps to the CNO.

With the addition of Resource Nurses to PNMC, management anticipates nurses should receive the extra peer support enhancing patient care and supporting meal and rest periods.

The above referenced position will be posted within ninety (90) days of the initial Task Force discussion.
Add to Art. 2 – Definitions:
A(12). Resource Nurse. An experienced nurse whose focus is to promote patient safety, respond to patient emergencies (Code Blue/RRT/MEWS alerts), provide clinical expertise, and support nurses throughout all departments in the hospital. The Resource RN may support patients placed in non-traditional spaces, such as ED and birth center, and performs additional rounding on high acuity patients house-wide.

NOTE: The Medical Center is open to additional compensation for Resource Nurses commensurate to that offered to Float Pool nurses, and is awaiting ONA’s counterproposal on Float Pool.