Staffing Task Force Survey Results

Thank you to everyone that took the time to participate in the staffing survey! We had over 50 percent participation and we got a lot of helpful feedback and suggestions. The staffing task force is currently evaluating the nurse staffing models for each program. Per the contract the task force is tasked with reviewing and making recommendations to the Agency regarding the components and parameters of each staffing model. The results from the survey will be very helpful in guiding this important work. See some of the results below.

You were asked if you felt your current case load was appropriate?
46.51% said yes, 48.84% said no
Comments reflected that you felt the need for more staff and more support structures, concerns with increased acuity, and an increase in complex patients that required more visits.

You were asked if you were able to complete your work within your scheduled shift?
42.86% said yes, 57.14% said no
More than 70 percent of the nurses responding also stated that they had to work over-time (OT) to complete their care and preferred not to.

You were asked if you were able complete all your charting within your scheduled shift?
30.23% said yes, 62.79% said no, 9.3% said they complete their charting off the clock.
We hear from a lot of nurses that are concerned that they aren’t able to complete their charting during their shift and that they often feel that they are the exception. This reflects the opposite.

The majority of the nurses completing this survey are struggling to complete their work within their work day including their charting which is alarming. It was also very concerning to learn that 9.3 percent of the nurses that responded are charting off the clock. See the article on page 2 for more information.

You were asked if you were accurately recording you meal and breaks?
61.36% said yes, 36.36% said no
This is a big issue. It’s important that your time is accurately recorded. Some of you have shared you aren’t sure of the process. See meals and breaks article below for more info.

You were asked if you felt good about the care you are able to provide your patients?
83.33% said yes, 16.67% said no
This was not surprising. Despite all the challenges you have told us you are facing your dedication to providing your patients the care they expect and deserve is unwavering. We are however concerned that your work life balance and self-care is suffering. It’s important for everyone to know that we hear you, management hears you. We are trying to work collaboratively to make things better for you and the patients and families you serve. Thank you again for taking the time to complete this survey and for all your comments and suggestions!

Questions or concerns? Please reach out to one of your Staffing Task Force nurse leaders:
Alison Tharp HH, Cindi Thielman HH, Lee Ann Gallinger HO, Nikki Pagniano HO, Stephanie Price HI.
Are you accurately recording your time?

Are you charting off the clock?

We heard from more than 50 percent of you in the recent staffing task force survey. We were alarmed to see that 9.3 percent of the nurses responding and potentially more per the comments may be occasionally or routinely charting off the clock.

Nurses shared a variety of reasons for doing this: feelings of guilt that they can’t get their work done or keep up with the work load, they feel OT is frowned upon, don’t want to ask for OT, feel that they are unable to meet the expectations, feel that its just 15-30 minutes here and there, feel the manager is unhappy with OT, forced to delay charting to avoid OT, would prefer to chart off the clock then deal with OT issues with supervisor.

It is very important that your time is accurately reported. Charting is considered time worked and must be recorded as such. Charting when you’re off the clock is considered falsification of your timecard and can be grounds for corrective action. Article 8.3 does state that a nurse is expected to obtain proper advance authorization, except in an emergency, from an appropriate manager or designee for work in excess of your work week or day.

So, if it looks like you aren’t going to be able to complete your day on time please reach out to your supervisor right away and accurately record your time. More importantly charting off the clock allows management to avoid their responsibility to ensure sufficient staffing to meet patient needs and regulatory requirements such as charting.

Meals and Breaks

Of the nurses that responded to the survey, 36.36 percent stated that they weren’t accurately reporting their meals and breaks. Nurses shared a variety of reasons: feeling guilty that they are unable to get their work done or keep up with the work load, they feel OT is frowned upon, don’t want to ask for OT, feel that they are unable to meet the expectations, feel that its just 15-30 minutes here and there, feel the manager is unhappy with OT, forced to delay charting to avoid OT, would prefer to chart off the clock then deal with OT issues with supervisor.

For field nurses, the Agency will provide break coverage where possible. During the unpaid meal period, the nurse is on his/her own time. It is the goal of both parties that the meal period shall occur during the middle four (4) hours of the nurse’s work day whenever practicable. Rest periods may be allowed in conjunction with the meal period or combined and taken separately from the meal period. If a nurse is unable to take a 30-minute meal period, the nurse will be paid for such 30 minutes. Missed break of meal periods due to patient care requirements or accurate reporting of missed meal and/or breaks due to patient care requirements or accurate reporting of missed meal or rest periods shall not constitute a basis for disciplinary action. There will be no public or publicized criticism of individual RNs for missing meal and/or breaks or for accurate reporting.

Your meal period must be duty free. Charting and driving between visits are considered time worked. We realize that the work you do especially out in the field is unique, but you are entitled to your meal and breaks by law and by contract. If you are unable to take your duty-free meal period and rest breaks, you need to
Meals and Breaks  
(continued from page 2)

accurately report that at the end of your shift. Kronos asks when you clock out if you took your 15-minute rest breaks and your meal break. The only time you don’t qualify is if you worked for less than 6 hours.

Accurately reporting your time worked is also very important when we look at workloads and work processes. If nurses are consistently unable to complete their work or get their meals and breaks in their work day either due to patient care or charting requirements, we need to know so we can help evaluate the why!

- Was it just an unusually busy day?
- Or do you have too many patients or visits?
- Or maybe you could use some additional support?

Again, not accurately recording your missed meals and breaks allows management potentially to understaff because we have no evidence that the systems and staffing are not working. It’s a vicious cycle that can only be stopped by accurate reporting.

It is against the law to retaliate against an employee for accurately reporting their time. If you ever feel intimidated or retaliated against for properly reporting, let us know immediately so we can intervene.

Do you have questions or concerns? Please reach out to your ONA Labor Rep. Lay@Oregonrn.org.

Food for Lane County Fundraising Effort

Join the SHMC and SHHCS Executive Committees in Food for Lane County Fundraising Effort

COVID-19 has been and continues to be a challenging and uncertain time for us and our community. The outpouring of love and support we as healthcare workers have seen from our community has been amazing!

Your local SHMC and SHHCS ONA Executive teams want to help give back to the community! The fight against COVID-19 is straining the resources on many people in our community who depend on Food for Lane County to access food.

Your support will help provide emergency food boxes, meals and groceries for seniors, snack packs for school aged children and so much more!

Your gift gives hope when it’s needed the most. If every one of our nurses was able to donate just $25, we could raise over $35,000 for our local food bank! Please consider giving if you are able!

Thank you!
Your SHMC & SHHCS ONA nurse executive teams!
Chris Rompala, Kevyn Paul, Nancy Deyhle, Jessica Detering, Wendy Nau, Lisa Diriwachter, Tonya O’Dell, Jenn Fain, Stacey Wetherell, Jo Turner, Desi Atwater, Diane O’Connor and Danielle Kelly.

https://fundraise.foodforlanecounty.org/ONA
ONA Legislative Issues Member Survey

We invite all members to participate in ONA's legislative issues survey. The survey questions have emerged through a collaborative effort between members and staff and are focused on issues that advance nursing practice, health equity, and workplace safety.

This work was a direct result of the ONA Post-COVID Legislative Planning Series, utilizing member experiences and feedback to move forward in developing a legislative agenda. To ensure we have as many voices represented as possible, the group decided to solicit feedback from all membership through this survey.

Your input helps ONA Government Relations staff and the Cabinet on Health Policy finalize an agenda that ONA will prioritize during the 2021 State Legislative Session.

Participants will be eligible to receive an ONA-branded facemask so you can show your nurse pride and promote public health while out in public.

To complete the survey, visit:

www.OregonRN.org/Planning

ONA COVID-19 Resource Center

Throughout the COVID-19 pandemic, ONA is dedicated to keeping nurses and our communities safe. One key aspect of this work is providing up-to-date information and guidelines related to COVID-19.

Declining an Unsafe Assignment

ONA has issued guidance to our members on declining unsafe assignments for COVID-19 patients when lack of PPE, safe staffing levels, or breakdown of triage protocols put your health at risk.

Share Your COVID-19 Stories

We invite everyone to share your stories about how COVID-19 has impacted your practice, your workplace and your life. Your stories will help educate officials, elected leaders, the media, and the general public about what is really happening in our health care system.

Share your stories today to help in the advocacy efforts as we push for safer conditions for nurses, health care workers and patients!

To learn more about all of these issues and to stay up to date on the work being done and to take the COVID-19 Workplace survey, visit:

www.OregonRN.org/coronavirus