What Does Your Staffing Committee Do?

A carefully created staffing plan is key to meeting the needs of patients and supporting the work of nurses. Click here for a manual on running a Staffing Committee. Our nurse Staffing Committee is a state-mandated body that reviews and approves nurse staffing plans for each unit in our hospital every year. It is composed of one-half direct care nurses and one-half nurse managers who work together to establish staffing plans.

We meet at least once a quarter from 1-2:30 p.m. on the first Tuesday of the month. Nurses who are on the committee are paid for their time. Visitors are welcome to observe with invitation by the Co-Chair and do not participate in the committee business.

We need representatives from every department on the Staffing Committee so we can ensure all nurse staff have a voice. The next election will be held in October 2022. Terms last four years. Appointments are available if vacancies exist between elections.

If you are interested in learning more, seeking an appointment for a vacant seat, or would like to be contacted in the case of a vacancy in your unit, contact:

- Any Executive or Staffing Committee member
- Your Labor Rep, Liz Weltin at Weltin@OregonRN.org
- Your ONA Nurse Practice Consultant, Jesse Kennedy at J.Kennedy@OregonRN.org
- Prior Co-Chair, Linda Ovens at lindaovens4@gmail.com

Staffing Committee Members

- Co-Chair: Vacant
- ICU Primary: Linda Ovens/Katy Wilhelm
- ICU Alternate: Sondra Whitson
- SDU Primary: Teresa Gillette
- SDU Alternate: Heather Quatre
- ER Primary: Tamara Reusse
- ER Alternate: Erica Niven
- MS Primary: Katie Hughes
- MS Alternate: Tori Seeger
- CNA Primary: Jamie Young
- CNA Alternate: Rhonda Garber
- OR Primary: Vacant
- OR Alternate: Vacant
- ONA Labor Representative: Liz Weltin Weltin@OregonRN.org 503-347-7394
In 2001, Oregon was one of the first states in the nation to pass a nurse staffing law built on a collaborative, staffing committee model. In the collaborative model, direct-care nurses and nurse managers work together to establish staffing plans for their facilities.

The legislation was conceived after nurses began reporting that safety and quality of care was slipping in Oregon’s hospitals. With the full support and help of Oregon Nurses Association, members took the issue to the legislature.

Nurses wanted a staffing law to ensure that every hospitalized Oregonian received safe patient care in acute care hospitals defined as “nursing care that is provided appropriately, in a timely manner, and meets the patients’ health care needs.”

Prior to the staffing law’s passage by the legislature, Oregon hospitals had staffing plans but did not include nurses in the planning process. Hospitals could also exercise mandatory overtime instead of calling in additional staff and weren’t required to turn away patients if adequate nursing staff wasn’t available.

The law was updated in 2015 to ensure staffing committees have the final say in hospital’s staffing plans, to increase investigations and audits by the state and to enhance transparency. It also established reasonable limits on mandatory overtime and created a mediation process for committees to resolve impasses.

Staffing Education & Advocacy Training

Have you recently been elected to your hospital’s staffing committee or do you desire to be a more prepared and effective staffing advocate? If so, we encourage you to take a SEAT with ONA for our online Staffing Education & Advocacy Training (SEAT). This is the only comprehensive staffing law training in Oregon and is available online through our OCEAN platform. It is available 24/7 and can be taken at your own pace. It is free for ONA members and available to non-members at a discounted price.

Nurses can earn 2.25 continuing nursing education contact hours for completion of the entire SEAT series.

Visit www.OregonRN.org/OnlineCE to get started.
WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within seven days per St. Charles Redmond SRDF protocols. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, ONA Chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org

New PPE Safety Committee Give Nurses A Voice

Over the summer, a workgroup selected by Governor Brown was tasked with creating personal protective equipment (PPE) guidance for Non-Emergency and Elective Procedures.

The group created recommendations to the Oregon Health Authority (OHA) on criteria for hospitals proceeding with Non-Emergency and Elective Procedure Guidance related to PPE.

In addition, this guidance would help minimize the risk of SARS-COV-2 transmission to patients, healthcare workers and others; avoid further delays in healthcare for Oregonians; reduce financial impacts to Oregon’s health system and meet regulatory requirements established by OHA and Oregon OSHA.

Most importantly, the workgroup recommended each hospital should establish a PPE Safety Committee to better understand the analytics behind facility PPE data/dashboard, seek feedback from various staff and reconcile the experience with data, determine the facility’s ability to meet PPE requirements, make recommendation to hospital leadership, and more.

The make-up and balance of frontline staff and managers in this committee is similar to the requirements in the Oregon Nurse Staffing Law.

Key Points For ONA Members:

- Each hospital in Oregon must have a PPE Safety Committee operating by Sept. 1, 2020, in order to continue providing non-emergent and elective procedures.
- Membership of Committees is 50 percent administration/facility leadership and 50 percent front line and non-direct care staff.

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New PPE Safety Committee (continued from page 3)

- Front line and non-direct care staff include front line workers (e.g., nurses, emergency room providers, CNAs, assistants); ancillary or non-direct care staff (e.g., housekeepers, respiratory therapists, etc.).

- Membership should be interdisciplinary and represent the hospital workforce.

- Non-administration members will be chosen by co-workers.

- A union representative (one representative per union at the hospital) may attend, but not participate in Committee meetings.

The meetings at St. Charles Redmond are within the Safety Committee which meets every two months. The PPE Committee is envisioned to be a subcommittee of the Safety Committee. The meetings are moving forward but it’s not too late to become involved. As winter approaches, we expect increased COVID-19 cases and with it, increased demand on PPE supplies. Be part of the solution to ensuring PPE is adequate to protect patients and staff!

To participate, reach out to ONA Labor Rep, Liz Weltin at Weltin@OregonRN.org or any of your ONA Executive Team or Staffing Committee Members.

ONA Nurse Leadership Institute - Build Your Leadership Skills

Are you interested in taking your career to the next level? Apply today for the Oregon Nurses Association’s Nurse Leadership Institute (NLI). This free, year-long program is designed to help you improve your leadership and communication skills. Join a dynamic group of people who want to make positive change in health care through politics, practice and labor. In 2021, the NLI will focus on equity in nursing and health care during a series of monthly classes, a group project and a mentorship opportunity.

Space is limited, to learn more and complete your application, visit:

www.OregonRN.org/NLI

Nurses Out Front: The Future of Nurse-Driven Health Reform

Nurses have not always been full partners in making decisions about health care reform despite their extensive frontline experience.

- What are nurses’ health reform priorities?
- How can nurses influence health policy?

If you are looking to make a difference, log on to an upcoming discussion on Friday, Dec. 11, 2020, hosted by Oregon Health Forum (OHF) and sponsored by Oregon Nurses Association (ONA). The event will also cover addressing systemic inequities and how they will shape future policy.

Click here to register for this free event today!