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, STC-R/ONA Chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

At St. Charles Redmond, it is also required to submit an additional St. Charles internal form. Please see directions in the department folders.

Management has made it clear that there is to be no retaliation in filling out these reports. If at any time you feel targeted for submitting these forms, reach out to the staffing committee co-chair and/or your labor representative.

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

Stafﬁng Committee Members

- Co-Chair: Linda Ovens
- ICU Primary: Katy Wilhelm
- ICU Alternate: Sondra Whitson
- SDU Primary: Teresa Gillette
- SDU Alternate: Heather Quatre
- ER Primary: Greta Carroll
- ER Alternate: Kate Erwin
- MS Primary: Katy Hamilton
- MS Alternate: Tori Seeger
- CNA Primary: Jamie Young
- CNA Alternate: Rhonda Garber
- OR Primary: Chad Smiley
- OR Alternate: Vacant
- ONA Labor Representative: Liz Weltin Weltin@OregonRN.org

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Brief History of the Oregon Hospital Nurse Staffing Law

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 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.

Bargaining Unit Leadership Conference, June 25

This year’s Bargaining Unit Leadership Conference will look at the concept of Bargaining for the Common Good (BCG), how it impacts bargaining in health care, how it impacts our communities we care for, and how ONA might utilize these concepts to further our commitment to diversity, equity and inclusion (DEI) in the future.

Bargaining for the Common Good is a return to the roots of unionism – the basic idea of advancing shared interests. We are not just nurses, we are community members, parents, users of public transportation, social justice advocates and renters too! Our employers are required by law to negotiate employment contracts with us, but that only addresses one part of our lives and largely ignores the community members we live with and care for.

Join us virtually for ONA’s 2021 Bargaining Unit Leadership Conference, Friday, June 25 to learn more about the BCG framework and how negotiations can achieve win-win results both for ONA members and our communities.

Continuing Education

Limited continuing nursing education contact hours will be available.

Oregon Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center’s Commission on Accreditation.

Registration is open through June 4. Visit www.oregonrn.org/event/2021BULC to register.