

# PROFESSIONAL RESPONSIBILITY (PR) PROCESS SIMPLIFIED

The NBA actively encourages LPNs, RNs and RPNs to report professional issues in response to patient safety and nursing practice conditions.

Step 1  
59.01

Within 72 hours of issue/concern, have discussion with Excluded Manager or Excluded Designate. Include specific details pertaining to practice.

If not resolved to nurse's satisfaction

Within seven days, Excluded Manager or Excluded Designate provides written response.

If not resolved to nurse's satisfaction

Issue resolved, recorded and communicated to all parties

Step 2  
59.02

Within seven calendar days of written response, fill out a PR form cc: BCNU Steward and Excluded Manager. Steward will forward to Professional Responsibility Committee (PRC) Co-chairs.

59.03 -  
59.05

Attend PRC within 14 days. The PRC will have 30 days to submit a final written report including action items and timelines.

Not Resolved?

Issue resolved, recorded and communicated to all parties

Step 3  
59.06

Union MAY refer PRFs related to professional practice issues to the Senior Review Committee (SRC) within 7 days.

Staffing Issues

\*Some PRFs may involve dual streams for separate issues

SRC has 60 days to issue recommendations to Union and Health Authority. Unanimous recommendations are binding and will specify a timeframe for review.

If it is determined during this review that progress is not being made, either party may refer the binding recommendations to the Nursing Policy Secretariat (NPS).

Nurse Relations Committee (NRC)

Not Resolved?

Where the SRC is unable to make unanimous recommendations, a written report outlining the SRC's findings will be issued to the Union and the Health Authority/Providence Health Care. At that point, either party may refer the matter to the NPS.

Nurse Staffing Secretariat (NSS)

Not Resolved?

Prior to any referral to the NPS, either party shall notify the CEO of their intent to make a referral.

Within 14 days of receiving notification, the CEO will acknowledge receipt and communicate any resolution to the parties.

Not Resolved?

Nurse Staffing Secretariat Steering Committee (NSC)

Not Resolved?

Nursing Policy Secretariat (NPS)

Staffing Oversight Arbitration(SOA)