

# Assignment Despite Objection

## A nurse questioning an assignment is encouraged to communicate this concern in the following manner:

- a. Discuss the concern with the person responsible for the assignment on that shift. This person should then assess options and seek to remedy the situation. When no alternatives are identified as possible, the person in charge should contact his / her immediate supervisor on duty.
- b. The supervisor should attempt to resolve the situation utilizing available resources as he/she determines appropriate.
- c. If the nurse is dissatisfied with the decision of the supervisor, the nurse should initiate an Assignment Despite Objection (ADO) form and, if necessary, a quality management form, prior to end of the shift.
- d. If there is no mutually satisfactory resolution to the problem, and the problem appears to be one which will be recurring, the nurse may submit his / her documentation to the unit staff meeting.
- e. If the problem is unresolved, the Local Unit should submit the documentation for review and recommendations to the Nurse Practice Committee or Conference Committee, as the Association designates. The parties shall ensure that patient confidentiality standards are fully met.
- f. Nurses who raise assignment concerns should be free from restraint, interference, discrimination, or reprisal.

*For more information, refer to WSNA's "Guidelines for Giving, Accepting, or Rejecting an Assignment."*

## What to Do and When to Do It

	<b>Nurse</b>	<b>Supervisor</b>	<b>Local Unit Officers</b>	<b>WSNA (Nurse Rep)</b>
Timeframe for Action	Day of complaint	1 - 14 days	14 - 30 days	30 - 60 days
Action(s)	File one copy; one copy to immediate supervisor; one copy to LU Officer	Investigates	Bring to conference committee	Examine trends
	Await response	Responds to nurse	Responds to nurse	

