

02.15.2023 SRH NCC Meeting Minutes

MEETING: Skagit Conference Committee

DATE AND TIME: February 15, 2023 1000 hours

LOCATION/ MODE: Conference Room and Virtual

ATTENDEES:

Liz Rainaud WSNA Chair, NCC Co-Chair	X	Bianca Gordon Associate CNO	X
Brandon White Float Pool, Grievance Officer		Leanne Stapleton Director Clinical Services	X
Jessica Googe Endoscopy, WSNA Co-Chair	X	Sharon	X
Kim McCann Family Birth Centre, Membership Officer	X	Nathaniel Wahl, manager ED	X
Rachel Yates, Urgent Care, WSNA Treasurer	X	Karen Watkins, Director Cath Lab & SOU	
Abu Cameron, Float Pool, WSNA Grievance Officer	X	Lisa-Marie Gustafson, HR	
Felicia Dehon Emergency Dept., WSNA Secretary		Kaycee Barber, HR Alternate	X
Sue Dunlap WSNA Nurse Representative	X		

DISCUSSION:

Agenda	Discussion	Action items
<i>Review of Minutes</i>	<ul style="list-style-type: none"> - New rotation implemented for 2023 - Discussion regarding distribution of minutes and expected receipt of agenda items to all participants 	<p>WSNA doing minutes today SRH agenda</p> <p>Minutes 1 wk post NCC meeting</p> <p>Agenda 1 wk prior to NCC meeting</p>
<i>Leadership Update</i>	<p>Bianca: two (2) unannounced DOH visits as a result of reported incident at Cascade. DOH has implemented expectation of care that boarded patients receive. Announced that ED boarders need to receive inpatient care standards and that includes documentation expectations.</p> <p>WSNA These care standards and documentation is profoundly different from usual practice in the department and constitute a change in working conditions and</p>	<p>WSNA has submitted information request to HR Expect to receive dates and times for meeting to discuss this situation.</p> <p>SRH position is this is not a change for ED nurses WSNA This has not been practice and does constitute change of working conditions and needs to be bargained.</p> <p>Meet to discuss and update outcome next NCC</p>

	needs to be brought to WSNA as the sole bargaining representative of the nurses. SRH Nurses have received this training upon hire.	
<i>Nurse Staffing Committee Update</i>	Standing agenda item: Expect report on number of NSC concerns addressed and outcome – resolved, unresolved or N/A. Also report on any significant trends noted. Discussion re the resignation of Kristen Hanson and her email noting this step down from committee. SRH reports participation and attendance from nurses is variable with large number of non-participants in attendance. WSNA reminded that all NSC members will notify in advance of the NSC meeting dates however it is the managements responsibility to release and find coverage for the nurse so that they may attend. This has been incorporated into the law.	Report on # of NSC issues and outcome next NCC WSNA will actively recruit for representation for CCU to replace Kristen Hansen. SRH managers to make all efforts to allow NSC nurse participants to be relieved to attend meeting.
New Hire update	Kaycee: In person new hire orientation has begun again every other Monday at 4:30. Review of current recognized Certifications that qualify for cert pay. No change from previously agreed upon list.	Send names of nurses who did not attend to Kaycee as this is paid time so if not attending should not be paid for participation if that did not occur. List lives with department manager. Requested HR look into posting on intranet somewhere so the nurses can reference as this may contribute to deciding what positions the nurse may want to apply for. Kaycee will bring to next NCC
Staffing update and concerns: ED Station Square	EMERGENCY Significant concerns re staffing in the ED. WSNA learned that MOU shifts are not made available in advance which is necessitating large volumes of same day pleas for help. In addition, boarded patients assigned are in excess of what would be typical ratio on the floor and needs to be in alignment with the appropriate units staffing matrix. There is lack of supplies in the ED	Update Next NCC Await information request & date/time to discuss

	<p>to provide the care of inpatient standards i.e. SCD devices ordered but not available in the ED. In addition, the care of ED patients with increased volume and acuity has exceeded the ability of the nurses to provide the inpatient standards of care. Also there is no C.N.A. help for the boarded patients and frequent vital signs etc. are not being completed as ordered. Concern expressed by WSNA that staff were unaware that Skagit has its own internal safety stop policy and it has not been utilized when warranted.</p> <p>In addition the ED staff are reporting episodes of confrontation and antagonistic behavior towards the nursing staff from inpatient MD hospitalists, heard reports of QMM completed by inpatient nurses and confrontational behavior noted from EMS to nursing staff. Not consistently displayed but enough to be noted. Urgent care has overheard EMS discussing the poor treatment in the ED for EMS patients transported there when they have had to come pick up patients in the urgent care.</p> <p>SRH reports that they are meeting regularly with EMS leadership to discuss these ongoing issues. EMS personnel are to report up to their chain of command with any concerns and ED staff are encouraged to report to their leadership any incidents so that they may be addressed promptly. Code of Conduct expectations are applicable to all hospital employees and will be followed up on.</p> <p>DIETARY New glitch discovered in system and process. Reportedly a patient may order their diet tray for dinner for example and if order is received for NPO after midnight and order released, that will cancel their dinner diet tray which they will still</p>	<p>Provide refresher education on SRH Safety Stop</p> <p>Bianca requested she be included on communications regarding issues directly when staff are sending to their management especially if it involves patient safety issues.</p>
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	<p>need. And the dietary options available on the floor are very limited and not offsetting the missed tray. KUDOS!! The dietary manager stayed later and cooked a dinner for a patient who had this happen to them. Greatly appreciated by all! Please extend a heartfelt thank you.</p> <p>STATION SQUARE Reports that the whole facility is not set up to adequately care for the patients. There were multiple items noted that were creating extra work and inconveniences and concern for the staff at the urgent care. WSNA will forward info to Bianca to follow up on as she was unaware that this was an issue. Examples provided included: No Narcan on site, inadequate staffing consistently not to matrix, areas are not ADA compliant, missing basic supplies needed to provide care, no access to break room on main floor – access on other floors involve having to walk through patient areas, no observable designated lactation rooms on site etc. Concern expressed by WSNA that input from staff who provide the day to day care was not considered when completing the planning or layout of the building or looking at work flow.</p>	<p>SRH to investigate fixing that IT glitch.</p> <p>Happy to extend appreciation and recognition for job well done.</p> <p>Provide list of Station Square concerns to Bianca to follow up on.</p>
Outpatient Surgery Centre	<p>WSNA has requested plans for this new facility including staffing plans, job postings, etc. Management representing OR is not present today but will present at next meeting. WSNA reported that rumors circulating that the centre was going to be non represented by WSNA however contract provides for representation and we look forward to entering into discussion about this. Also WSNA expressed concern about staffing adequately prior to roll out of services as there had been reassurances that the Station Square Urgent Care</p>	<p>Presentation on outpatient surgery centre at next NCC</p>

02.15.2023 SRH NCC Meeting Minutes

	would be staffed to matrix prior to opening which has not occurred. Also reported that WSNA has heard from some nurse in the OR who expressed interest in outpatient centre particularly with the no mandatory call requirement and that the main hospital OR could lose some staff to this new facility so please be prepared for this possibility as this will impact the provision of care at the hospital OR.	
<i>Workplace violence Comm. update</i>		
<i>Bonus Shift / ESI utilization report</i>		
Next NCC: Workplace violence report out Scheduling pilot Hospice update Update on OR use of FBC suite DOH investigation results report		

NEXT MEETINGS 2023

Feb 15, 2023 10:00 AM **WSNA minutes SRH Agenda**

Apr 19, 2023 10:00 AM WSNA Agenda SRH Minutes

Jun 21, 2023 10:00 AM WSNA minutes SRH Agenda

Aug 16, 2023 10:00 AM WSNA Agenda SRH Minutes

Oct 18, 2023 10:00 AM WSNA minutes SRH Agenda