

**PUBLIC HEALTH PROFESSIONAL RESPONSIBILITY AND WORKLOAD
CONCERNS/ INDICATORS**

COMMUNICATION	EQUIPMENT & SUPPLIES	POLICIES AND PROCEDURES
<input type="checkbox"/> Lack of Supervisor Availability	<input type="checkbox"/> Faulty or Missing/Lack of	<input type="checkbox"/> Lack of/outdated
<input type="checkbox"/> Delayed Response	<input type="checkbox"/> Not Appropriate	<input type="checkbox"/> Volume
<input type="checkbox"/> Client/Community Factors i.e. Culture	<input type="checkbox"/> Inservice for New Equipment	<input type="checkbox"/> Administrative Process Barriers
<input type="checkbox"/> Email Process Barriers	<input type="checkbox"/> Lack of Internet Connection	<input type="checkbox"/> Service Pathways
<input type="checkbox"/> Availability of Community /System Partners/Challenges	<input type="checkbox"/> PPE (lack of / time to don & doff)	<input type="checkbox"/> Employer Work Instructions
<input type="checkbox"/> Charting/Document Systems	<input type="checkbox"/> Computer/ Network Issues	<input type="checkbox"/> Medication Protocols
<input type="checkbox"/> Untimely Documentation	<input type="checkbox"/> Maintenance	<input type="checkbox"/> OPHS Guidelines
<input type="checkbox"/> Language/Hearing/Literacy	<input type="checkbox"/> Order Time Deadlines	<input type="checkbox"/> OPHS Indicators
<input type="checkbox"/> Political Climate	<input type="checkbox"/> Ergonomic Workstation	<input type="checkbox"/> Abuse/Safety/Violence
<input type="checkbox"/> Reporting Systems	<input type="checkbox"/> Delivery Turnover Time	<input type="checkbox"/> Strategic Plan
<input type="checkbox"/> Other	<input type="checkbox"/> Other	<input type="checkbox"/> Multiple changes/Updates
<input type="checkbox"/> Other	<input type="checkbox"/> Other	<input type="checkbox"/> Other
EDUCATION / ORIENTATION	JOB FUNCTIONS / DUTIES	STAFFING LEVELS
<input type="checkbox"/> Staff Education/Training Sessions	<input type="checkbox"/> Email/Updates/Call Volumes	<input type="checkbox"/> Baseline Staffing
<input type="checkbox"/> Supporting Novice Staff	<input type="checkbox"/> Documentation	<input type="checkbox"/> Sick Calls/Vacancies
<input type="checkbox"/> Frequent/Immediate Updates	<input type="checkbox"/> Case Management	<input type="checkbox"/> Support Staff
<input type="checkbox"/> Orientation of New Staff	<input type="checkbox"/> Case Conferences	<input type="checkbox"/> Staff Not Replaced
<input type="checkbox"/> Access to Reference Materials	<input type="checkbox"/> Meetings	<input type="checkbox"/> Skill Mix/Novice to Expert
<input type="checkbox"/> Insufficient staffing	<input type="checkbox"/> Home visits	<input type="checkbox"/> Client Needs/Complexity
<input type="checkbox"/> Lack of Time for Updates	<input type="checkbox"/> Presentations	<input type="checkbox"/> Break Relief
<input type="checkbox"/> Student mentoring	<input type="checkbox"/> System Navigation/Barriers	<input type="checkbox"/> Refusal for Overtime
<input type="checkbox"/> Inadequate/incomplete	<input type="checkbox"/> Reports/Lists	<input type="checkbox"/> Caseload Size
<input type="checkbox"/> Other	<input type="checkbox"/> Addition of extra/new tasks	<input type="checkbox"/> Desk Coverage
<input type="checkbox"/> Other	<input type="checkbox"/> Lack of Role Clarity	<input type="checkbox"/> Accumulation of Workload
ENVIRONMENT	<input type="checkbox"/> Crisis Management	<input type="checkbox"/> # of New Assignments
<input type="checkbox"/> Uncontrolled Variables	<input type="checkbox"/> Incident Reporting	<input type="checkbox"/> # of Discharges
<input type="checkbox"/> Weather/Travel/Distance	<input type="checkbox"/> Other:	<input type="checkbox"/> Other:
<input type="checkbox"/> Lack of Heat/Water/Electricity	NON-NURSING DUTIES	PHYSICIAN RELATED
<input type="checkbox"/> Bedbugs/Clutter/Hoarding	<input type="checkbox"/> Photocopying	<input type="checkbox"/> Lack of Primary Physician
<input type="checkbox"/> Allergens/Pets/Smoke	<input type="checkbox"/> Routine System Navigation	<input type="checkbox"/> Availability/Off hours
<input type="checkbox"/> Family/Household Dynamics	<input type="checkbox"/> Booking Appointments	<input type="checkbox"/> Outdated Medical directives
<input type="checkbox"/> Caseload Size/Geography	<input type="checkbox"/> Opening/Closing Files	<input type="checkbox"/> Delayed Response
<input type="checkbox"/> Safety for Clients/Staff	<input type="checkbox"/> Replenishing/Restocking	<input type="checkbox"/> Documentation
<input type="checkbox"/> Other:	<input type="checkbox"/> Answering Phones	<input type="checkbox"/> Care Coordination Barriers
	<input type="checkbox"/> Couriership equipment /supplies/health unit goods	<input type="checkbox"/> Other:
	<input type="checkbox"/> Reception duties	
	<input type="checkbox"/> Other:	

USE the CONCERNS/INDICATORS to capture barriers in your professional practice.

When to file a PRWRF : When your working conditions compromise your ability to meet your Regulatory College Professional Standards and/or when your ability to provide quality patient care is at risk..2023