

# ONA WINS



SUMMARY OF ANOTHER SUCCESS AS YOUR UNION STRIVES TO IMPROVE YOUR WORKING CONDITIONS

## **Workload Settlement Results in Meaningful Changes at Chatham-Kent Health Alliance**

Thanks to our members diligently filling out your workload forms, ONA has reached a settlement with Chatham-Kent Health Alliance regarding staffing and other pertinent issues in the Women and Child Unit.

The model of care in this unit included RNs in all four areas (labour and delivery, postpartum, neonatal intensive care and pediatrics) and practical nurses only in the post-partum unit. In 2013, the employer notified ONA of a model of care change to the RNs to meet their operational needs. During subsequent meetings with our members and the employer, it was evident the nurses were dealing with skill mix and scheduling concerns, an institutional process related to IT (policies and procedures were transferred to new software), a variety of educational needs, team communication and collegiality concerns, and physician issues.

The employer agreed to develop an Education Working Group, which included ONA Professional Practice staff, the charge nurse, two RNs, the unit manager, the unit director and Human Resources. The group met on a regular basis to develop the list of concerns and needs and how they would be addressed.

As a result of this work, a settlement was reached late last fall that addresses policies and procedures, educational needs, team cohesiveness and communication, and the Physician Code of Conduct. There was also a change in the physician lead.

“This is yet further proof of the improvements ONA members can make to your working lives and the care you are able to provide to your patients when you fill out your workload forms and bring your concerns to ONA,” said ONA First Vice-President Vicki McKenna, who holds the portfolio of professional practice. “Keep it up!”

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