

ONA WINS



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

Workload Settlement Results in Improved Resident Care at Nursing Home

ONA has reached a Professional Responsibility Complaint (PRC) settlement with Kilean Lodge Nursing Home in Grimsby, which is already greatly enhancing resident care.

During a nine-month time span, 29 workload report forms were submitted at the 50-bed nursing home. Of particular concern was that the home was staffed with only one RN and personal support worker 24/7 in 2010.

After ONA Professional Practice staff became involved the following April, meetings and actions actively occurred, but were stalled by management changes over the next number of months. This past summer, a binding Memorandum of Settlement was reached.

The significant improvements include: enhanced staffing of one RPN nine hours per day, seven days per week has resulted in improved resident care and a quality practice environment; the new staffing model ensures nurse champions for each of the required six programs as per the *Long-Term Care Act*; staff meetings are scheduled on a regular basis; the Bargaining Unit President is provided with the monthly staffing schedules for review prior to schedules being posted; enhanced support staff/clerk resources were made available, which alleviated some non-nursing duties from registered staff; there is better access to staff education; security cameras are now at building entrances; and processes have been revised and updated.

“This is yet another example of how ONA’s exemplary professional practice work results in meaningful changes, not only to our members’ work lives, but to the care they are able to provide to their patients, clients and residents as well,” concluded ONA President Linda Haslam-Stroud.

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