

TYPES OF ISSUES FOR DOCUMENTING AND FORWARDING TO PROFESSIONAL PRACTICE COMMITTEE:

- Understaffing
- Nurses working alone
- Staff not replaced when on sick leave, vacation, leave of absence, days off, etc.
- Lack of orientation
- Availability of casuals
- Staff working in areas where they are not entirely comfortable or not orientated to
- No coverage for coffee breaks and meal breaks
- Increased overtime, often unclaimed as such
- High staff turnover
- Work left over from one shift to another
- Increased pace of work
- Patient complaints
- Decreased assessment time for patients
- Decreased time for patient teaching and interaction with patient and family
- Increased focus on tasks (such as paperwork) rather than care
- Increased acuity of illness
- Lack of supplies on nights and weekends
- Decrease in nursing hours per patient as a result of a workload measurement system that is confusing and does not reflect the reality of patient acuity and patient needs
- Increase in number of incident reports due to errors and mistakes
- Lack of ability to deal with problem patients
- Increase in infection rates
- Increased assignment of non-nursing duties
- Decrease in number of support staff
- Insufficient policies and procedures
- Lack of consultation with staff by management
- Changing staff structure
- Work environment
 - Co-workers
 - Management
 - Physicians
 - Patients
- Accommodating disabled employees
- Number of grievances
- Increase in long-term disability and Workers' Compensation claims
- Occupational health issues
- Increased utilization of sick leave
- Increased number of Work Situation Reports
- Impact of stress and burnout on morale