

Ontario Nurses' Association – ONA 80
Sunnybrook Bargaining Unit – RN's
WORKLOAD REPORT
2024

WORKLOAD ISSUES IDENTIFIED ARE:

- **STAFFING ISSUE**

- Prevalent issue of units with workload reports
- Sick calls not replaced especially those with short notice because units are not staffed to baseline/full complement
- There might be a continuous hiring of nurses which is considered as a long term goal, once hired they go through the orientation process until they feel confident to be on their own
- Some units don't hire right away due to budgetary constraints

- **DUE TO INADEQUATE STAFFING:**

- Some nurses are forced for OT as there's no one to relieve them
- Inability to boost energy - taking a break
- Trauma, complex cases staffed with 2 nurses instead of 3 thus compromising patients' safety and putting nurses at risk
- Nurses doing non-nursing job in the absence of PAA
- Nurses are replaced with unregulated workers for support.
- This is just a Band-Aid to existing problems/adding more work to nurses as non-nursing staff can't do what nurses can do
- Agency usage of few units

- **HIGH VOLUME / HIGH ACUITY**

- This is not going away as well
- We have no control/can't stop patients coming through ER and are becoming sicker
- With SB being known as the best level 1 trauma hosp. lots of traumas are coming through the door
- With the large volume coming through everyday there's nowhere to put them leading to hallway nursing in ER
- Patients come through ER with their families which makes units crowded and violates visiting policy/protocol

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- **SKIL MIX**

- With constant hiring going on, we can't keep up with the demand of supporting novice nurses
- Have no choice but to be on their own when the unit is severely understaffed or gets busy with admissions/discharges
- Those nurses with more or less years of experience tend to leave due to frustrations and increased workload
- There are only a few seasoned nurses to support the new hires/novice nurses they are left alone when they are in-charge. Same is true with students
- No role clarity from management when assuming TL role with patient & student assignment
- Double tasking compromises patients' safety & puts nurses' license at risk

- **EQUIPMENT & SUPPLIES**

- This should be an easy fix when there's a process in place
- Some units are without ECG machines, bladder scanner, lack of IV poles, broken V/S machines/fail to upload
- Missing medications at night
- Shortage of IV solution bags, urinals, etc.

SUMMITTED BY:

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