OONE CNO Webinar: Safe Staffing and Mandatory Overtime in Ohio Hospitals

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Objectives

• Review history of partnership between Ohio Organization of Nurse Executives (OONE) and Ohio Nurses Association (ONA) to assure safe staffing in Ohio Hospitals
• Provide framework for the current discussions between OONE and ONA regarding safe staffing and mandatory overtime in Ohio Hospitals
• Discuss next steps for OONE and Ohio’s Chief Nursing Officers (CNOs)
Ohio Safe Staffing History

• OONE and ONA have collaborated on safe staffing for Ohio since 2006

• Ohio’s current safe staffing law (ORC 3727.50-3727.57 enacted in September of 2008) is a result of collaborative work on the Group of 20 (10 members of OONE and 10 members of ONA)
Key Elements of Ohio Safe Staffing Law

• Each hospital is to have a staffing committee comprised of at least 50% Registered Nurses who provide direct patient care and the CNO

• Duties of the Staffing Committee
  – Evaluate current staffing plan
  – Recommend staffing plans consistent with professional organization standards
  – Assure staffing plans to account for need to account for volumes, acuity, patient complexity, etc. based on evidence and professional standards
Key Elements of Ohio Safe Staffing Law

• Staffing committee must convene at least once a year to review staffing plan

• Hospital must post notice “in a conspicuous location” of availability of the staffing plan to the public

• Hard copies of the staffing plan must be made available to nurses at the hospital free of charge and for the cost of copying to others upon request
Tool Kit for Implementing Ohio Nurse Staffing Laws

• Nursing 2015—Race for the Future

ONA Member Staffing Concerns

• The ONA’s General Assembly met in October, 2015

• Three Proposals for Actions were adopted by the ONA General Assembly related to nurse staffing:
  – Stark/Carroll Chapter
    • Preventing Nurse Fatigue
  – District Three
    • Objectionable Use of Mandatory Overtime in Nursing
  – Great Cleveland Chapter
    • Safe Nurse Staffing
ONA’s General Assembly’s Proposed Actions

• Encourage hospitals to monitor work hours of nurses not to exceed Institute of Medicine recommendations of 12 hours in 24 hour period and 60 hours in a work week.

• Promote nursing research on nurse fatigue
ONA’s General Assembly’s Proposed Actions

• Support Ohio Legislation that will address:
  – Nurse fatigue
  – Prohibit the use of mandatory overtime and on-call staff to fill pre-existing unfilled nursing shifts
  – Establish a staffing bill that will clearly and succinctly clarify areas of confusion regarding employer and nursing responsibility in provision of safe, cost effective, quality healthcare
Poll Question #1

Does your facility have a policy that prohibits staff from working >12 hours in a shift or 60 hours in a week?

If you do have a policy how well are you able to enforce it?
Poll Question #2

• Does your facility have a policy that nurses, if fatigued, are permitted to take a nap – either during work shift or on break?
Poll Question #3

• Does your facility utilize mandatory overtime not related to on-call?
Poll Question #4

• Does your facility require staff to sign up for extra shift over budgeted hours for a work week in a “scheduled call manner?”
OONE Next Steps

• OONE will conduct a survey of Ohio Hospitals to determine current nurse staffing practices and policies related to:
  – Nurse fatigue
  – Mandatory Overtime

• OONE will develop an evidence based continuing education program for nurse managers on staffing and scheduling
OONE Next Steps

• ONA has invited OONE leadership to the table to discuss safe nurse staffing and ONA’s legislative agenda

• ONA recognizes the need to educate its members around nurse staffing and staffing plans and has hired a dedicated resource to support this work across the State
Ohio’s CNOs Next Steps

• Review your hospital’s current compliance with Ohio Safe Staffing laws.

• Complete the OONE survey regarding your organization’s policies around nurse fatigue and mandatory overtime by April 25, 2016

• Partner with your OONE local chapter to support continuing education for nurse managers on staffing and scheduling
Contact Information

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