



Putting the  
Pieces Together

## Staffing Committee Member Selection

PeaceHealth Sacred Heart Riverbend Medical Center

Presented by

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## About Us



- Founded by the Sisters of St Joseph's of Peace
- Not-for Profit
- Located in Springfield Oregon
- Level II Trauma Center
- 338 Licensed Beds
- Greater than 80% occupancy



## Presentation Topic

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- Staffing Committee Member Selection Process
- RN's are represented by ONA
  - Members recruited during contract negotiations
  - Self nomination or nomination by another RN with electronic voting by unit cluster
- Non RN's are represented by SEIU
  - Nomination and voting are the same as the ONA
- How you engaged others
  - Leadership support of committee members is essential

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## What's Working?

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- 8 hour days for committee members
  - Provides caregivers a full day's pay to attend meetings
  - 4 hours in the morning is for work within the non leadership group
- Generating Interest to become a member of staffing committee

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## Challenges and Solutions



Challenges	Solutions
<ul style="list-style-type: none"> <li>• Little knowledge of the Oregon Staffing Law and its complexities</li> <li>• Minimal or no leadership experience of committee members</li> <li>• Having clusters of 3-4 nursing units present challenges to understand the intricacies of staffing on each unit</li> <li>• 2016 Committee journey highlighted learning opportunities for the team</li> </ul>	<ul style="list-style-type: none"> <li>• Formal trainings are ongoing focused on understanding the rules of SB 469</li> <li>• Looking at some collaborative leadership development opportunities</li> <li>• Committee members will work in alliance with the UBC's to more fully understand the staffing needs of individual units</li> <li>• Using a TeamSTEPPS strategy to debrief meeting effectiveness</li> </ul>

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## Advice for Others and Lessons Learned



- SHRB committee member selection is based on contractual obligations
- Generating the desire to be a member of a collaborative team and maintaining membership is the key focus
- Continue to build on the momentum of collaboration so members remain engaged in the committee work
- Remember to have fun

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# Final Thoughts



Questions?

## Contact Information

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