



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



- 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?



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

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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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