

Occupational Health and Safety Committee

Nursing is a demanding and hazardous profession with some of the highest rates of injury and illness. Through our Occupational Health and Safety Committees at almost every Local, we strive for the safest possible working conditions for nurses.

Staff abuse is not tolerated by UNA. A Zero Tolerance of Staff Abuse provision was negotiated in our 2001 main Collective Agreements and UNA continues to work for policies and practices that prevent and deal with staff abuse.



Purpose:

- Protect the health and safety of nurses.
- Regulate working conditions and management practices so they ensure safe and healthy environments.
- Provide a formal process that allows the employer and the Union to implement and monitor statutory health and safety requirements.
- Clarify the process for nurse input into the establishment and maintenance of safe and healthy work environments.
- Provide Union representation for nurses in matters pertaining to their occupational health and safety.
- Provide a systematic means of problem-solving in matters relating to health and safety of employees.
- Ensure the employer and Union assemble facts and arguments to justify their respective positions on health and safety matters.
- Provide final resolution of disputes.

Filing an Occupational Health and Safety Complaint

Each instance of occupational hazards, abuse, injury and illness should be dealt with through an Occupational Health and Safety complaint. For Occupational Health and Safety (OH&S) issues, use your OH&S Committee.

To file a Occupation Health and Safety complaint you:

1. Complete the UNA OH&S form, filling in all of the blanks.
2. Never use a patient's/resident's/client's name, a doctor's name, a visitor's name or a nurse's name. Call them Patient/Resident/Client/Doctor X, etc.
3. Forward the completed form to one of your Occupational Health and Safety (OH&S) Committee members or contact a Local Executive member to collect your form.
4. The union OH&S Committee will present your complaint to the Joint OH&S Committee. The Union OH&S Committee will have clear time lines for the resolution of this complaint by the employer.
5. If there is no resolution within 45 days, the Union has the right to present your complaint to the facility's governing Board.



Occupational Health & Safety and Staff Abuse
REPORT FORM

Immediately file this form with your Local Union. Keep the pink copy for your records.

Local File #: _____

Local #: _____ Employer: _____

Worksite (ward/unit/office): _____ Date & Time/Shift: _____

Describe the Nature of Incident (Do not use names of patients, clients, residents, staff or doctors): _____

What is the suspected hazard?: _____

Any injury or disease related to problem? (if known): _____

What action is required?: _____

Was the incident reported to your Supervisor? yes no

Name of Supervisor: _____ Date of Discussion: _____

Action Taken: _____

Name (Printed) E-Mail Phone No.

Signature Date



United Nurses of Alberta

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This form does not replace a Worker's Compensation Form, Occupational Hazard Form or Employer Incident Form. Please file these forms where appropriate. A Worker's Compensation Form must be filed if any injury has resulted or if there is any possibility of disease or injury which may result from the incident.

White - Union/OH&S Committee • Pink - Employee

Further information about Occupational Health and Safety is found in your Collective Agreement.