

Fellow Ottawa Hospital ONA members,

As you are now aware, The Ottawa Hospital is in the middle of training its staff for the new 42 million dollar EPIC project set to roll out on June 1st, 2019. EPIC is part of a project between several other health care partners in the Ottawa area that will help standardize processes and documentation that interact with the Ottawa Hospital on a daily basis. This is called Project Fusion. This is a massive undertaking involving all of the TOH's 15,000 staff, and will encompass every aspect of the hospital's functioning. Although we can see that this project is important to help reduce costs and to improve patient and staff safety, several problems have been brought to the union's attention which I will try to answer here.

On-line modules:

The online modules are in a video format so need audio capability. Many of the TOH computers in the clinical areas do not have this capability. We do not advocate for our members to be wearing headphones in the clinical areas as the CNO would not look favorably upon this if something negative happened to a patient and we have had members disciplined in the past for doing this very thing. If you absolutely have to use headphones make sure that you have someone safely covering your patients while you complete the modules.

If you cannot complete the modules during working hours due to workload then you need to let your CCL, APN or manager know so that they can put mechanisms in place to facilitate this. If they ask that you do this at home or if you ask them if you can do it at home due to workload issues you need to get pre-approval to do so and find out how much time they are willing to pay you to complete it. I advise getting this approval in writing.

If you experience technological issues connecting to do the modules, you need to let your immediate supervisor know as quickly as possible so they can fix it or put alternatives in place. This is important because you can't do the in-class sessions until such time as you complete the online modules. If the census is low, I would hope managers would not be sending staff home early if there is staff working who have not had a chance to complete the modules due to workload challenges.

In-class training:

We have been told that managers are being left to operationalize the in-class training at the unit level on their own. It is being done completely different on every unit based on current sick leave and availability of PT or casual to cover operational challenges. Because of this, certain units have the ability to backfill the training better than others. Some are offering the staff the choice of attending during scheduled shifts, some the opportunity to attend on a non-scheduled work day at straight time under article 9.07 of the Central Collective Agreement. Others are scheduling part of it during a scheduled work day and then are staying later to complete the rest of it. Others are just posting