

MOA Overtime Halifax Site

Whereas the Halifax site is experiencing staffing challenges the parties are agreed to the following parameters to better support the Nurses in the site to meet service delivery requirements and minimize overtime assignments.

Whereas the parties recognize the need for Nurse to participate in the minimization of overtime by ensuring optimal workplace practices including but not limited to: assessing and decreasing client visits, updating client care needs, updating visit durations and frequency, providing education to clients and families for self-managed care, and updating VON on actual overtime worked. Additionally, Nurses must inform the scheduling department of cancellations, not seen not founds, and back up plans as they occur.

The Employer will continue to work on recruitment and retention initiatives to build capacity to support service requirements and ongoing enhancement of service delivery options such as community clinics and virtual visits.

The Halifax site will identify and seek volunteers for identified service needs that may trigger overtime as far in advance as operationally possible.

When overtime needs are identified, the Employer will first offer overtime opportunities to all available Nurses. The Nurses will identify nursing service priorities in the Nurse huddle and overtime may be assigned after the huddle.

In the event that there are overtime service needs in excess of the voluntary overtime, the Employer may assign Nurses to work up to 7.5 hours in excess of their regularly scheduled shifts in the week. A week will be defined as Monday to Sunday. Only those hours of overtime actually worked will be considered as part of the 7.5 hours of assigned overtime.

In extraordinary circumstances where there is a need for overtime to be assigned in excess of the 7.5 hours, the manager will first initiate a call for volunteers. If no volunteers are available, the manager will notify the Regional Executive Director or designate of the need to assign hours in the week to a Nurse in excess of the 7.5 hours and such hours will be assigned equitably on a rotational basis starting with the least senior Nurse at the site. NSNU will be notified of the requirement for a Nurse to work in excess of the 7.5 hours of assigned overtime in a week.

Upon request, if possible, the Nurse who is assigned in excess of 7.5 hours in a week will have any overtime assigned in the subsequent week(s) reduce to offset the hours in excess of 7.5.

NSNU and VON will meet with respect to the Halifax Site quarterly to assess impacts to reduce overtime in the site and the impact of this MOA on the equitable distribution of overtime assignment in the site and the impact on meeting service delivery requirements.