

PEI Nurses' Union Strategic Plan 2016- 2019

Message from the President

When we formulated the last strategic plan the landscape was rocky. The Collaborative Model of Care was reducing Registered Nurse (RN) positions, unregulated workers were being added to acute care settings for the first time and in much larger numbers to long term care sites, and Licensed Practical Nurses (LPNs) were being forced to work to their full scope, taking on medication administration, a task once reserved for RNs. Today there has been some settling. The Collaborative Model of Care has been fully implemented for better and/or worse. Former deputy minister of Health and Wellness, Dr. Michael Mayne is the CEO Health PEI. Marion Dowling, RN has been named as Chief of Nursing, Allied Health and Patient Experience. The optics at least suggests that government is entwined with health care delivery and is open to change.

Our profession is in a transition phase and it is difficult to give a clear picture of where we are heading. As nurses, we continue to bear the brunt of excessive workload and ever-changing environments. We have renewed hope that Marion Dowling, will offer PEINU a voice at her table. Time will tell if initial overtures are authentic and deserving of our trust. We have weathered multiple "re-organizations." Yet despite this uncertainty, you continue to provide the quality of care your patients, clients, and residents deserve.

The strategic directions outlined in this plan are accompanied by goals and time frames and are based on our core values. We consider these directions to be vitally important to all our members' well-being, to the quality of their work lives, and to a sustainable, quality health care system.

We are staying the course with our three, core strategic directions with modifications to reflect our current climate. These are:

1. Unite and engage RNs as advocates for healthy and safe work lives.
2. Actively support RNs who are affected by the current challenges of workload, skill mix, role visibility, violence and lobby the government for change.
3. Build greater awareness amongst membership, the government and the public of the distinct value of RNs.

As your Board gathered to prepare this strategic plan, each of us was asked to "share our story" of how we became involved in our great union. For some of us it was an opportunity for personal growth - to develop confidence and find our voice. For others it was a chance to be mentored and then to mentor. For many becoming involved meant a ticket to a bigger context; a ticket to a journey of discovery; to discover new information; to travel beyond our local, beyond our island, beyond our country to discover that nurses everywhere are united by common challenges. We could no longer stand on the sidelines. That was my story. I wanted to speak out for RNs and Nurse Practitioners (NPs) in all sectors. I wanted that firsthand engagement with Government and the public to remind them relentlessly of your priceless contributions. I served as your Secretary-Treasurer for eight years. Then I took a break. But I could not stay away. And I was honoured in 2010 to become your President.

Former American President Barack Obama once said, "Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek." Please join PEINU in our journey of change.

Mona O'Shea, RN
President

PEINU Values:

Professionalism and Leadership

We believe we have a responsibility to consistently demonstrate professionalism and leadership in all our work.

Accountability

We believe we are ultimately accountable to our membership through transparency of all of our processes and outcomes.

Confidence

We believe that our consistent demonstration of respect, honour and integrity is essential in building the confidence of our members and of our stakeholders.

Solidarity

We believe in the power of solidarity as a means of advancing the well-being of our members.

Fairness and Democracy

We believe that fairness and democracy must guide policy making and advocacy activities.

Communication and Education

We believe education and open communication is vital to our union's growth, development and success.

Collaboration and Partnerships

We believe strong collaborative partnerships enhance our ability to promote and protect quality public health services.

Autonomy

We believe our autonomy as a union enables us to be effective advocates for our members.

Compassion and Caring

We believe we have a responsibility to foster a caring and compassionate environment for all interactions with our members.

Strategic Direction 1: Unite and engage RNs as advocates for safe and healthy work lives.

As the union advocating on behalf of members, it is our role to develop leadership. We must work together to learn, collaborate and act to further our common goals. To achieve this we want to ignite our power through building the relationships between us, sharing our stories, and strategically moving forward.

Strategic Direction 2: Actively support RNs who are affected by the current challenges of workload, skill mix, role visibility and workplace violence and lobby the employer and government for improvements.

PEINU and its members welcome health system change when evidence based studies indicate there are opportunities to improve patient care and population health outcomes. However, our members must be supported in the current environment where workload has become the #1 issue. Violence in the workplace is a growing problem throughout the health care system. The employer personnel are not keeping pace with recruitment and succession planning. Vacancies go unfilled. Employers are using casuals as temps to fill holes in the schedules.

Strategic Direction 3: Build greater awareness amongst membership, the employer, government and the public of the distinct value of Registered Nurses.

However the lines continue to blur between the role of the RN and other health care professionals. PEINU supports each role within its scope. There is growing recognition of the value of the RN when it comes to complexity of care. Anecdotal feedback suggests patients and their families, even physicians appreciate knowing who is coordinating and delivering care and providing them with information. This strategic direction is aimed at promoting the visible pride RNs have in their profession, their distinctive role and the role of PEINU as distinct from the Association of Registered Nurses of Prince Edward Island (ARNPEI).

Charting Our Progress

The fundamental purpose of this strategic plan is to improve our collective ability to shape our future. We cannot be passive bystanders as the health system experiences fundamental changes.

As a Board, we have affirmed that one of our most important Board roles and responsibilities is to set the strategic direction for PEINU and then to monitor and report on our progress. We have also affirmed that the directions, goals and actions are the right ones for us to pursue.

As we are guided by our strategy, we will ensure our progress is carefully tracked and thoroughly discussed at each of our Board meetings. This will help ensure we stay on track and make mid-course corrections as the environment around us changes. We expect to be held accountable for the results we achieve through our strategic plan. To that end, we will provide periodic progress reports to our members and seek feedback.