

January 14, 2021

RE: Provision of Care

FROM: Linda Adams, VP of Quality, Risk and Safety, CNE
Rob Desroches, VP of Clinical Services
Peter Sheehan, President, OPSEU Local 329

Dear Colleagues,

We want to acknowledge that we know there are concerns, fears and anxiety arising from staff with the confirmation of COVID positive patients on our Awenda Program. As we hear about outbreaks in our regional partner hospitals and everywhere in the health care system, and alarmingly high provincial and local numbers, the reality we may have more positive patients and staff is upon us.

We need to remember all safety measures are in place. Strictly adhering to correct PPE use and all safety measures, will keep ourselves, our patients, each other and our families safe.

Things are changing rapidly everywhere including right here at Waypoint. All efforts are being made to cohort staff to specific units or programs, however our hospital has an obligation to provide care to our patients. This may require last minute changes to staffing due to illness, family/child needs. We all need to maintain a high level of flexibility as we work together to meet the needs of our patients and maintain safety in this challenging time. As a result, in spite of best efforts you may end up working on a unit where COVID is present.

We have heard from managers that some staff are refusing to work on some units, and we need to address this issue and make sure staff are informed of their rights to make clear choices. The duty to provide care is both a Waypoint and a College of Nurses standard. The duty to care is further supported by the limited right to refuse work for those working in a healthcare setting noted in the Occupational Health and Safety Act. If the hazard is part of the job, safe practices are present and PPE is available, staff do not have the right to refuse to provide patient care.

Waypoint ensures appropriate PPE is available, training is provided and multiple safety measures are in place. We have dealt with respiratory outbreaks and communicable disease successfully for many years and we know we can do this. This is the time to be vigilant, and with the vaccine starting to roll out hope is on the horizon.

There are multiple PPE Donning and Doffing resources available on [PenNIE](#), posted instructions, and leaders and IPAC can also provide support by auditing your personal practice. We understand fatigue can be a factor too, so please work with your manager regarding a buddy approach to ensure you are being diligent in your donning and doffing.

If you are feeling concerned and anxious – you are not alone - and please remember that you can talk with your manager, reach out to our Employee and Family Assistance Plan resources or other wellness supports.

THANK YOU for everything you are doing. We will get through this together.



Safe & Well Waypoint