

MAHCP Essential Services Staffing

NORTHERN HEALTH REGION

Department	Beds	Area	Classification	Regular Staffing Requirement / Shift & Day				Essential Services Staffing Requirement / Shift & Day				% Reduction	Comments
				D	E	N	Total	D	E	N	Total		
COMMUNITY MENTAL HEALTH PROGRAM Flin Flon	NA	Community Mental Health	Clinician	4	0	0	4	1	0	0	1	75%	
			MH Worker	5	0	0	5	0	0	0	0	100%	
		C/A CMH	Clinician	2	0	0	2	0	0	0	0	100%	
		ADULT CMH	Clinician	2	0	0	2	0	0	0	0	100%	
		SENIOR MH	Clinician	1	0	0	1	0	0	0	0	100%	
		Housing Resource .5		1	0	0	1	0	0	0	0	100%	
		Portable Housing Benefit .5		1	0	0	1	0	0	0	0	100%	
COMMUNITY MENTAL HEALTH PROGRAM The Pas	NA	C/A CMH	Clinician	3	0	0	3	1	0	0	1	66%	
		ADULT CMH	Clinician	4	0	0	4	1	0	0	1	75%	
		SENIOR CMH	Clinician	1	0	0	1	0	0	0	0	100%	
		MH PROMOTION		1	0	0	1	0	0	0	0	100%	
		MH Housing Resource .5		1	0	0	1	0	0	0	0	100%	
COMMUNITY MH Gillam	NA		MH Worker	1	0	0	1	0.5	0	0	0.5	50%	
COMMUNITY MENTAL HEALTH PROGRAM Thompson & area	NA	C/A	Clinician	3.5	0	0	3.5	1	0	0	1	66%	
		Mobile Crisis Response	Clinician	0	1	0	1	0	1	0	1	0%	work in pairs 2pm to 2am
			Worker	0	1	0	1	0	1	0	1	0%	
		Adult	Clinician	6	0	0	6	1	0	0	1	66%	no seniors and need 1 of 3 for intake
		Gillam	Clinician	1	0	0	1	0	0	0	0	100%	
		MH Promotions		1	0	0	1	0	0	0	0	100%	
CMH Leaf Rapids			Clinician	1	0	0	1	1	0	0	1	0%	
THOMPSON CLINIC	NA	Clinic	Connector	1	0	0	1	0	0	0	0	100%	
			Family Counsellor	1	0	0	1	0	0	0	0	100%	
ADDICTIONS The Pas	20	Rosaire House	Clinician	5	0	0	5	0	0	0	0	100%	

RESPIRATORY THERAPY	NA	Thompson	Therapist	1	1	0	2	1	1	0	2	0%	24/7 on call service (SCU/ER/OR/Nursery/M-S-P)
		Flin Flon	Therapist	1	0	0	1	1	0	0	1	0%	
		The Pas	Therapist	1	0	0	1	1	0	0	1	0%	
SOCIAL SERVICES	NA	Thompson	Therapist	1	1	0	2	0	1	0	0	100%	24/7 Support to SCU/ER
		The Pas	Social Worker	1	0	0	1	0	0	0	0	100%	
SPIRITUAL CARE	NA	Flin Flon	Coordinator	0.5	0	0	0.5	0	0	0	0	100%	
		The Pas	Coordinator	0.5	0	0	0.5	0	0	0	0	100%	
AUDIOLOGY		Thompson	Audiologist	1	0	0	1	0	0	0	0	100%	
SPEECH LANGUAGE		Thompson	SLP	1	0	0	1	0	0	0	0	100%	
REHABILITATION SERVICES	NA	The Pas	Charge Therapist	1	0	0	1	0	0	0	0	100%	
			Physiotherapist	3	0	0	3	0	0	0	0	100%	
			Occ Therapist	2	0	0	2	0	0	0	0	100%	
		Flin Flon	Charge Therapist	1	0	0	1	0	0	0	0	100%	
			Physiotherapist	1	0	0	1	0	0	0	0	100%	
			Occ Therapist	1	0	0	1	0	0	0	0	100%	
PHYSIOTHERAPY	NA	Thompson	Physiotherapist	2	0	0	2	0	0	0	100%		
OCCUPATIONAL THERAPY	NA	Thompson	1 is Charge OT	2	0	0	2	0	0	0	0	100%	
		NSM	Physiotherapist	0.5	0	0	0.5	0	0	0	0	100%	On call
PHARMACY	NA	Flin Flon	Assistant	2	0	0	2	0	0	0	0	100%	
		The Pas	Staff Pharmacist	1	0	0	1	1	0	0	1	0%	
			Assistant	3	0	0	3	1	0	0	1		
		Thompson	Assistant	3	0	0	3	1	0	0	1	66%	
		Gilliam	Assistant	1	0	0	1	1	0	0	1	0%	
HOME CARE	NA	Flin Flon	Restorative Care	1	0	0	1	0	0	0	0	100%	On call
			Resource Coord	1	0	0	1	0	0	0	0	100%	
		The Pas	Restorative Care	1	0	0	1	0	0	0	0	100%	On call
			Resource Coord	1	0	0	1	0	0	0	0	100%	
		Snow Lake	Resource Coord	0.8	0	0	0.8	0	0	0	0	100%	
		Thompson	Restorative Care	1	0	0	1	0	0	0	0	100%	On call
Resource Coord	1		0	0	1	0	0	0	0	100%			
MIDWIFERY		The Pas	Midwife	2 (1 vac)	0	0	2	0	0	0	0	100%	Would transfer clients
		Thompson	Midwife	2	0	0	2	0	0	0	0	100%	Would transfer clients

COMMUNITY SERVICES	NA	Sherridon	CH Worker	1	0	0	1	1	0	0	1		
		Cormorant	CH Worker	1	0	0	1	1	0	0	1		
		The Pas/Flin Flon	FASD Diagnostic Coord	1	0	0	1	0	0	0	0	0%	
			Palliative Coord					0	0	0	0	100%	
			FAS/FASE Coordinator	2	0	0	2	0	0	0	0	100%	
			Cmty Nutritionist/Dietitian	2	0	0	2	0	0	0	0	100%	
			Diabetic Educator Dietician	1	0	0	1	0	0	0	0	100%	
			CH Developer	6.8	0	0	6.8	0	0	0	0	100%	
		Thompson	Social Workers					0	0	0	0	100%	
			FAS/FASE Case Coordinator	1	0	0	1	0	0	0	0	100%	
			FASD diagnostic Coor	1	0	0	1	0	0	0	0	100%	
			Health Prom & Educ Specialist	1.5	0	0	1.5	0	0	0	0	100%	
			Clinical Dietitian	2	0	0	2	0.5	0	0	0.5	25%	
			Cmty Nutritionist/Dietitan	2	0	0	2	0	0	0	0	100%	
EMS Flin Flon	NA	Flin Flon Unit 1	Paramedic	2		2 on call	4	2		2 on call	4	0%	
		Flin Flon Unit 2	Paramedic	2 on call		2	4	2 on call		2	4	0%	
EMS The Pas	NA	The Pas Unit 1	Paramedic	2		2 on call	4	2		2 on call	4	0%	
		The Pas Unit 2	Paramedic	2 on call		2	4	2 on call		2	4	0%	
EMS Grand Rapids	NA	Grand Rapids Unit 1	Paramedic/EMR	2		2 on call	4	2		2 on call	4	0%	
EMS Easterville	NA	Easterville Unit 1	Paramedic	2		2 on call	4	2		2 on call	4	0%	
EMS Cranberry Portage	NA	Cranberry Portage Unit 1	Paramedic/EMR	2		*2 on call	4	2	*2 on call		4	0%	
EMS Snow Lake	NA	Snow Lake Unit 1	Paramedic/EMR	2		*2 on call	4	2	*2 on call		4	0%	
EMS Wabowden	NA	Wabowden Unit 1	EMR	1 + 1 on call		*2 on call	4	1 + 1 on call	*2 on call		4	0%	

EMS Leaf Rapids	NA	Leaf Rapids Unit 1	Paramedic/EMR	2 on call	2 on call	4	2 on call	2 on call	4	0%
EMS Lynn Lake	NA	Lynn Lake Unit 1	EMR	2 on call	2 on call	4	2 on call	2 on call	4	0%

Date January 5, 2015

Date Jan 8/15

Wanda Radin
Per NRHA

Martha Arvid
Per MAHCP

Appendix E

Scheduling rules and processes:

1. The Employer will develop essential service staff rotations and provide said information to MAHCP at least 72 hours prior to the commencement of any job action.
2. The essential service staff rotations developed by the Employer will be in accordance with the agreed to or arbitrated essential services staffing numbers in Appendix C.
3. As per #4 of the ESA, and in accordance with Appendix D, employees will be assigned by the Employer to work in the identified shifts in the scheduling plan in Appendix C (ie, they will be assigned to the areas where they have been identified as competent, fit to work and appropriately orientated.)
4. The Employer will identify the employees who will be assigned to the schedule plan in Appendix C, including those designated to provide standby coverage. The Employer will provide that staffing assignment to the Union's designated representative in a written format via fax or email a minimum of 48 hours prior to the commencement of any said shift.
5. Both the Employer and MAHCP will commit and agree to have a designated 24 hour a day contact point to ensure that urgent issues can be addressed without any potential risk to patients. These designated contact points will be for the purpose of dealing with potential emergency situations that may arise (as per #7) and the necessity of having alternate staff report to work for unanticipated needs (as per #5 &6).
6. If at any time, an emergency situation develops, or an urgent need is identified and staff are required, the Employer will contact the Association prior to contacting the necessary employees directly to ensure the emergency or urgent issue is addressed without additional risk, as per # 8.
7. The parties agree to meet daily at a pre-determined time and location to address issues that may have arisen regarding ongoing scheduling or to address any other related essential services issues that either party wishes to discuss.
8. Where an employee is unable to report for an assigned essential services shift due to legitimate illness or another justifiable circumstance, said employee must notify the Employer designated representative in accordance with the timelines outlined in the Collective Agreement.
9. When notification is received of said employee absence, the Employer will ensure that an appropriately qualified staff member (As per Appendix D) is assigned to work the now vacant shift and that the replacement staff member reports for duty at the assigned start time of the shift.

10. Where an employee who was previously identified as being on standby is now to be assigned to work a vacant shift, the employee will be paid in accordance with the terms of the Collective Agreement and be paid straight time wages for the shift that they are now assigned to work, and an alternate employee will then be designated to the standby assignment for that shift.
11. Unless otherwise mutually agreed between the parties, all staff assigned to work will be working and paid at the same classification they were paid prior to the work stoppage, including contract compliant rates of pay for standby.