

Facility: Deer Lodge

2014 Essential Services

Department		Baseline staffing	Essential Service		Description of reduced services		
Social Work			Reduced to				
Classification		per shift	EFT				
Social Worker - BSW/MSW							
Monday to Friday							
Day		9	3			Full 3.0 EFT/day -3 staff members. Areas of activity would be bed offers: LTC-respond to urgent Issues such as severe emotional distress, severe behavioral issues; urgent financial issues. Rehab - urgent discharge issues- panelling for PCH, urgent resources requirements.	
Evening		0	0				
Night							
Standby							
Saturday -Sunday							
Day		0					
Evening		0					
Night							
Standby							
Department		Baseline staffing	Essential Service		Description of reduced services		
Spiritual Care			Reduced to				
Classification		per shift	EFT				
Co-ord, Spiritual Care / Chaplain							
Monday to Friday							
Day		2	2				
Evening							
Night							
Standby							
Saturday -Sunday							
Day							
Evening							
Night							
Standby							
Department		Baseline staffing	Essential Service		Description of reduced services		
Clinical Nutrition			Reduced to				
Classification		per shift	EFT				
Clinical Dietitians							
Monday to Friday							
Day		4.2	1.8			Services to be provided - Screening admissions; to determine need for further assessment in cases in which decline in function or permanent disability may result from lack of service and to determine most appropriate diet. In situations in which there are ongoing issues related to nutrition or change in status which may result in decline in function or permanent disability, assessment, consultation, planning. To provide service in all inpatient areas as per above. To provide service in PRIME in situations where there is need for diet alteration	
Evening							
Night							
Standby							
Saturday -Sunday							
Day							
Evening							
Night							
Standby							

Department		Baseline staffing	Essential Service		Description of reduced services	
Diagnostic Services		per shift	Reduced to			
Classification	Charge Tech X-ray		EFT			
Monday to Friday					Essential during the week- EKGS and X-rays for in patients and PRIME and ALS outpatients Not essential -VFSS --with a few exceptions The volume of work is concentrated during the week. This is when the physicians are in and do their ordering. Weekend on-call is for emergency responses only	
Day	1	0.8				
Evening						
Night						
Standby						
Saturday -Sunday					Essential during the week - respiratory assessments; oxygen starts/titration; tracheostomy changes; suctioning; PCH RT services; Acutely ill clients; Overnight oximetries; alking oximetries; Oximetry spot checks; Arterial blood gases; Code blue response team member; Pte rounds Essential week end duties - O2 starts/titration; respiratory assessments; suctioning; Acutely ill clients; Arterial blood gases; Code blue response team member; O2 tank filling Not essential - VFSS --with a few exceptions; PFTs cancelled with the exception of emergencies	
Day	8 hr stand-by	8 hr stand-by				
Evening						
Night						
Standby						
Classification	Staff X-Ray Techs					
Monday to Friday					Explanation as above - Outpatient swallowing assessments cancelled,	
Day	0.5	0				
Evening						
Night						
Standby						
Saturday -Sunday						
Day	8 hr stand-by	8 hr stand-by				
Evening						
Night						
Standby						
Classification	Charge Respiratory Therapist					
Monday to Friday					Essential during the week - respiratory assessments; oxygen starts/titration; tracheostomy changes; suctioning; PCH RT services; Acutely ill clients; Overnight oximetries; alking oximetries; Oximetry spot checks; Arterial blood gases; Code blue response team member; Pte rounds Essential week end duties - O2 starts/titration; respiratory assessments; suctioning; Acutely ill clients; Arterial blood gases; Code blue response team member; O2 tank filling Not essential - VFSS --with a few exceptions; PFTs cancelled with the exception of emergencies	
Day	1	0.9				
Evening						
Night						
Standby						
Saturday -Sunday						
Day						
Evening						
Night						
Standby						
Classification	Staff Respiratory Therapist					
Monday to Friday						
Day	2.7	2.5				
Evening						
Night						
Standby						
Saturday -Sunday						
Day	1	1				
Evening						

related to risk of choking or risk of significant loss of skin integrity in which there are nutritional concerns. To provide service for ALS patients where nutrition is compromised to the point where TF must be considered.

Night							
Department		Baseline staffing		Essential Service		Description of reduced services	
Rehabilitation Services OT/PT		per shift		Reduced to			
Classification		Clinical Service Leader OT		EFT			
Monday to Friday							
Day		1		0			
Evening							
Night							
Standby							
Saturday -Sunday							
Day							
Evening							
Night							
Standby							
Classification		Occupational Therapist					
Monday to Friday							
Day		10		2			
Evening							Assessments and interventions for restraints,
Night							pressure ulcers, urgent seating, major musculoskeletal issues/
Standby				as required			injuries/ surgeries, significant neurological changes
Saturday -Sunday							/ issues, safe discharge (e.g. from A & R)
Day							CDP considered non-essential
Evening							
Night							
Standby							
Classification		Clinical Service Leader PT					
Monday to Friday							
Day		1		0			
Evening							
Night							
Saturday -Sunday							
Day							
Evening							
Night							
Classification		Physiotherapist					
Monday to Friday							
Day		12		2			
Evening							Assessments and interventions for significant
Night							cardio-respiratory issues:e.g. chest PT,
standby				as required			major musculoskeletal issues/ injuries/ surgeries,
Saturday -Sunday							significant neurological changes/ issues,
Day							safe discharge (e.g. from A&R)
Evening							
Night							
				Essential Service		Description of reduced services	

Department		Baseline staffing	Reduced to			
Get Away Club ADP		per shift	EFT			
Classification	Rec co-ord					
Monday to Friday						
Day		0.8	0			Get away club would be closed
Evening						
Night						
Standby						
Saturday -Sunday						
Day						
Evening						
Night						
Standby						
Classification	Rec facilitator					
Monday to Friday						
Day		0.7	0			
Evening						
Night						
Standby						
Saturday -Sunday						
Day						
Evening						
Night						
Standby						
Department		Baseline staffing	Essential Service		Description of reduced services	
Day Hospital		per shift	Reduced to			
Classification	OT		EFT			
Monday to Friday						
Day		1	0.5			assessment and intervention of urgent seating,
Evening						pressure ulcers, home safety interventions.
Night						ALS patients
Saturday -Sunday						
Day						
Evening						
Night						
Classification	Social Worker					
Monday to Friday						
Day		1	0.5			Assessment and intervention of urgent social
Evening						issues relating to family remaining in community
Night						versus going to acute care.
Saturday -Sunday						
Day						
Evening						
Night						

Department		Baseline staffing	Essential Service		Description of reduced services		
Prime			per shift	Reduced to			
Classification	Case Manager		EFT				
Monday to Friday							
Day		5	3			Prime Case Managers provide Home Care case coordination for PRIME participants. Without this coordination participants would not receive proper Home Care services and would be unable to remain safely in the community. Trouble shot when deterioration occurs and unable to function at home...home care resources may need to be changed immediately. Screening of new referrals and new enrolemnts would cease.	
Evening							
Night							
Standby							
Saturday -Sunday							
Day							
Evening							
Night							
Standby							
			if other discipline other case manager may be required				
Classification	Recreation						
Monday to Friday							
Day		1	0			No recreation considered essential	
Evening							
Night							
Saturday -Sunday							
Day							
Evening							
Night							
Department		Baseline staffing	Reduced to				
OSI		per shift	EFT				
Classification	Mental Health Worker						
Monday to Friday		1	0.5			Continued therapy for critically volatile clients only	
Day							
Evening							
Night							
Saturday -Sunday							
Evening							
Night							
Classification	Senior Research Analyst						
Monday to Friday							
Day		1	0				
Evening							
Night							
Saturday -Sunday							
Day							
Evening							
Night							
Department			Reduced to				
Recreation		per shift	EFT				

APPENDIX E

MAHCP - ESSENTIAL SERVICES

- i) Deer Lodge Centre will develop essential service staff rotations and provide said information to the union at least 72 hours prior to planned commencement of any job action.
- ii) The essential service staff rotations developed by Deer Lodge Centre will be in accordance with the agreed to or arbitrated essential services staffing numbers in Appendix C.
- iii) As per #4 in the Essential Services Agreement (ESA), staff who will be assigned to work in a specific classification, must be qualified, fit to perform all duties and appropriately orientated and be listed in Appendix D as pre-determined by all parties.
- iv) Deer Lodge Centre will identify the employees who will be assigned to the schedule plan in Appendix C, including those designated on standby (if applicable). Deer Lodge Centre will provide the staffing assignment to the MAHCP designated representative in written format via fax or email a minimum of 48 hours prior to the commencement of said shift.
- v) Both Deer Lodge Centre 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 patient care. These designated contact points will be for the purpose of dealing with potential emergency situations that may arise (as per #7 in the ESA) and necessary for having immediate stand by or regular stand by employees report to work for unanticipated needs (as per #5 & #6 in the ESA).
- vi) If at anytime, an emergency situation develops, or an urgent need is identified and stand by staff are required and the MAHCP designated representative is not immediately available to respond, the Employer will contact the necessary employees directly to ensure the emergency or urgent issue is addressed without additional risk.
- vii) The parties agree to meet daily to discuss issues that may arise regarding scheduling and/or other related essential services issues that either party wishes to discuss. Notwithstanding point "6" of the Agreement, this shall confirm the parties' agreement to address an increase or decrease to the staffing levels identified in Appendix "C" based on essential service staffing requirements. Should the parties be unable to resolve the matter, it shall be addressed through point "10" of the Agreement.
- viii) 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 MAHCP designated representative and the DSM employer designated representative prior to the scheduled essential services shift as follows:

day shift	– 1 hour
evening shift	– 3 hours
night shift	– 3 hours

The Deer Lodge Centre designated representative will notify the MAHCP representative of the replacement.