

I am writing today to express my concerns about the Bill HB 2945.

I have served on Portland Providence Medical Center Staffing Committee for almost 5 years in total. I was a direct care RN member, direct care RN co-chair and now I am a member on the management team for the hospital. During my time on the committee I have seen the changes and the work that has been done as a group to ensure safe staffing.

With direct care staff and management having equal representation we have been able to bring knowledge to the table and not only educate but ensure that every avenue is worked through in a team environment.

During my time on the committee we have spent countless hours working with direct care staff as well as management to ensure that our staffing plans meet the standards of the law but that there is ample time given to the committee to go through all unsafe staffing forms as well as every staffing plan. Our process has been developed with the new staffing law, direct care staff, and management working in a team environment. Each one of our units submit a staffing plan to the committee that has been approved by each unit's direct care staff, unit based council and management team. All of our work is accessible for any care giver to go over each unit's staffing plan.

I feel that if we limit who is able to be part of this committee for example the CNO for the organization or we have uneven representation on the committee it will hinder the committee's ability to do their work and follow the purpose of the law.

Portland Providence Medical Center in my tenure here has always had patient safety as its first priority. It is a key value in our patient care and this includes safe staffing. We are also here to provide a service that has costs associated with it. If we place more decision making power with staff that aren't directly responsible for the budgetary process of staffing then we will cripple the committee's ability to make decisions and have forward momentum.

Shavon Albee BSN, RN | Associate Nurse Manager | Current Member of PPMC Hospital Staffing Planning Committee

Critical Care Services

Portland Providence Medical Center
4805 NE Glisan St. Portland, OR 97213
Office: 503.215.5629
amy.albee@providence.org



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