

Overtime

16 hours work is the **MAXIMUM**

Nurses cannot work safely without rest

With the increasing shortage of RNs some nurses are being asked to work more than a double shift, more than 16 consecutive hours. This practise is unsafe and contravenes the UNA Provincial Collective Agreement.*

Article 8.03 No Employee shall be requested or permitted to work more than a total of sixteen (16) hours (inclusive of regular and overtime hours) in a twenty-four (24) hour period beginning at the first (1st) hour the Employee reports to work.

Working extra hours can have professional conduct implications

The Nursing Practice Standards published by the College and Association of Registered Nurses also indicate that:

1.8 The registered nurse ensures their fitness to practice.

Fitness to practice means that the registered nurse restricts or accommodates practice if he/she cannot safely perform essential functions of the nursing role due to mental or physical disabilities.

The College also published WORKING EXTRA HOURS: GUIDELINES FOR REGISTERED NURSES which says:

When fatigue or other factors negatively affect your fitness to practise safely, registered nurses have a right and a duty to withdraw from or refuse requests or requirements to work extra hours.

** Other UNA Collective Agreements also contain this protection, if you are not under the Provincial Agreement, check your agreement. From the UNA Provincial Collective Agreement*

July 2006

klid • CEP • Spotlight-16hrsmax • 07-06

SPOTLIGHT on your UNA contract



Questions?

Contact your United Nurses of Alberta Representative:

• Provincial Office: (780) 425-1025 or 1 800 252-9394 • Southern Alberta Regional Office: (403) 237-2377 or 1 800 661-1802 • www.una.ab.ca •