

Peer Evaluation of Nurses

Nurses should NOT be doing the Manager's work!

Employers should provide annual evaluations and it is not the responsibility of Nurses to evaluate their peers. It can be uncomfortable and inappropriate to evaluate a co-worker and could easily lead to conflicts. The UNA Collective Agreement helps to avoid conflict between co-workers and clarifies both Employer and Employee responsibilities.

Article 13 on Evaluations specifies that “All evaluations shall be in writing and shall be done by the most immediate supervisor in an excluded management position.”

The Employer must provide 24 hours notice of an evaluation. Nurses have seven days to respond to an evaluation in writing. Their response is attached to the evaluation.

Employees should NOT be evaluating co-workers; it is the manager's job! If a manager asks you to assist with or do an evaluation, you can point out that would violate your Collective Agreement. If there is any disagreement call your Local Executive or your Labour Relations Officer.

- 2003-2006 PHAA Collective Agreement

SPOTLIGHT on your UNA contract



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Questions?

Contact your UNA Executive or Labour Relations Officer.