

# Redeployment

## Redeployment:

- Provincial orders allow redeployment negating the bargained collective agreement language around redeployment and alteration of your work schedule.
- Your Union President is not informed of any details (who is redeployed, where they are redeployed etc) unless members have reached out.
- The key is finding redeployment options that are a good fit for you and adequate education and training to ensure your Health and Safety: physically, emotionally and professionally.

## Concerns? What the Union says from a Safety perspective:

- The work assigned must be safe under the Health and Safety Act. This means that the work is a good fit with the worker- you have the knowledge, skills and abilities to perform the work. I support that you need to have the physical and mental capacity to perform the work.
- We all have different capacities. Being able to do the “task” is not sufficient. Look beyond the tasks to the implications or risks of the work. If the work is far outside your comfort or typical work and ***if you have concern- reach out***. Our members have a diverse group of expertise. Not everyone can cope with repetitious work of a physical nature; others may not be suited to working in the morgue, and others may not be comfortable with assisting patients.
- Unfortunately some members have to seek medical documentation as the new work is not a good fit for them.

## **Concerns? What do various Regulatory Colleges have to say?**

- We need to protect our professional health, that means working within our professional colleges regulations/standards of practice if we belong to a regulatory college.
- We may be asked to participate in activities that are outside our normal duties. Members may be asked to assist with mask fit testing or screening procedures or be assigned to another area of practice.
- Many tasks in medical facilities are not controlled acts under the *Regulated Health Professions Act* (RHPA) and can be performed by any person. As a self-regulated professional, you are in the best position to determine which procedures and assigned duties you are competent to perform.
- the key is “adequate education and training” to meet our professional responsibilities
- Members should ask questions, express if they are not comfortable with assigned duties and seek adequate training.
- Activities should only be done with appropriate training so clinicians have the competency (knowledge, skills and judgment) to perform the activities safely (and I’d add to respond to potential negative outcomes from the task).
- If the member is a regulated health professional (RHP) then they need to consider their relevant standards of practice which may include guidance on patient interaction and ethical decision making.
- Members could consider:
  - 1. *Have roles and expectations been clarified in advance?***
  - 2. *Has an individual(s) been identified with whom the OPSEU member can consult if questions arise?***
  - 3. *Does a process for escalation of care exist?***
  - 4. *What safeguards can be put in place to minimize risks to the patients and the worker?***