

**Appendix B**  
**Assignment Despite Objection Flow Process**

Nurse notifies charge nurse of objection to assignment

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Charge nurse evaluates current assignment and the grounds for the objection

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If no appropriate resolution can be found, charge nurse notifies manager/manager on-call

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Manager/manager on-call evaluates situation and makes recommendation/changes to address  
ADO concern

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If the nurse is unable to contact the manager or if the manager does not provide an appropriate  
resolution, the nurse shall notify the nursing director/ACNO over the area

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If the nurse still feels there is no resolution, the ADO form is completed and turned into the  
manager. The nurse will send a copy to RNA

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Manager has 2 weeks to follow up the nurse

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After the follow-up meeting, the manager will fill out the ADO follow-up form and turn into the  
Nursing Director. Once reviewed by the Nursing Director, the follow-up form is sent to the  
CNO's office for review

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Copies of completed ADO follow-up form(s) will be forwarded to the RNA office

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All forms will be reviewed at the following month's LMC meeting with recommendations which  
will be sent to the unit's staff committee for any potential revisions to the unit's staffing plan.