



PROTESTING OF ASSIGNMENT – DOCUMENTATION OF PRACTICE SITUATION

A registered nurse receiving an assignment that in her/his professional judgment place patient(s) or themselves at risk has an obligation to take action. Acting in the interest of patients, the nurse should promptly notify her/his supervisor that because of inadequate staffing, the quality of care and the safety of patients and nurses have been jeopardized.

The Ohio Nurse Practice Act and the ANA Code for Nurses hold the nurse responsible and accountable to her/his patients for the nursing care provided. However, responsibility and accountability for the level of care also resides with the Hospital, including both Hospital and nursing administrative staff.

The accompanying “**Assignment Despite Objection**” form may be used to document an assignment which is potentially unsafe for the patients or staff. This form should also be used to document concerns about potentially unsafe conditions which may arise when a nurse may be required to delegate inappropriately to unlicensed personnel (UAPs). This will not exonerate you from liability or responsibility, but it will shift a great deal of the burden onto the shoulders of the Hospital, where it belongs.

DO – Refer to your contract Appendix B

1. Do notify your manager/manager on call for help as soon as you realize the problem; the staffing numbers provided are less than what you need to provide proper and safe nursing care.
2. Do state that you will do the best you can, if help is denied, but the patients have the right to receive safe professional nursing care.
3. Do fill out the current (2010) form and send it to your manager as soon as possible. Do forward a copy to RNA and retain a copy.
4. CNM and RN meet to review investigation and response within two weeks.

DON'T

1. **Don't use the form if you have adequate help.** If these forms are used indiscriminately and without justification, it will dilute their usefulness.
2. **Don't use the form if you have failed to notify your manager** in person or by phone of your need for more help. This form is to document your request. If you didn't make the request, you can't use it.