

# PROFESSIONAL RESPONSIBILITY CONCERNS (PRC)



Your professional Standards and Code of Ethics dictate that you must advocate for the resources and supports required to provide safe, competent, and ethical nursing care. The PRC process provides you an avenue to safely raise concerns relative to patient/resident/client care.

Common examples of PRCs include concerns about staffing or skill mix, workload/ assignments, communication, equipment or technology, space or environment where care is to be delivered, policies and procedures, orientation, and training.

## WHAT CONSTITUTES A PRC?

You identify a situation, condition, policy, piece of equipment, or action in your work environment that is:

- > impacting your ability to deliver safe, competent, or ethical nursing care and/or
- > directly posing a risk or has caused harm to a patient

## PROCESS

1. **Discuss the issue with your immediate supervisor/manager.**
2. **Fill out a Professional Responsibility Concern Form (PRCF).**
3. If the PRC remains unresolved after discussing it with your Manager, the PRCF will be discussed at the joint UNA/Employer Professional Responsibility Concern Committee (PRCC) for your site/workplace.
4. UNA has the right to Advance unresolved PRCs to the Employer CEO, an external Independent Assessment Committee, and the Employer Governing Board, if necessary.

After submitting the PRCF to your Local, be prepared to stay involved. Your Local PRCC representatives may contact you to gather more information, invite you to a PRCC meeting to speak to your concern, share the Employer response to your PRCF, and discuss potential resolutions.