



FIQ – Syndicat des professionnelles en soins de l’Outaouais

According to the OIIQ

«Remember that it is always the nurses who assess their ability to carry out their duties. As healthcare professionals, they must always refer to their code of ethics regardless of their care setting. They must ensure that they take reasonable measures to ensure the continuity of care and treatments by informing the manager of their inability to continue work, before leaving. This does not mean, however, that they must look after finding their own replacements. Finding replacements is the manager’s responsibility.

Remember that the nurses code of ethics should not be used by the employer to manage a situation where there is a foreseen lack of staff or to apply pressure on employees.»¹

*For your information, l’OIAQ and l’OPIQ didn’t pronounced clearly about the MOT.

Message from the interim president

Rest assured that your union is very involved in the alarming situation of mandatory overtime and that we will not drop the file as long as we have not succeeded in getting respectable working conditions. We cannot tolerate more healthcare professionals putting their physical and mental health in jeopardy. In addition, the FIQ continues to put pressure on the government to advance the file. MOT, we have had enough!

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1- https://www.oiiq.org/accueil/-/asset_publisher/cl31DQIIGNyc/content/temps-supplementaire-obligatoire-prudence-et-reflexion-s-imposent

The unit head or coordinator told you'll work MOT.

You indicate that you do not want to stay and work MOT.

- Your unit head insists, but you explain the reasons justifying your decision;
 - * You do not feel physically, mentally or psychologically able to continue;
 - * You have family responsibilities;
 - * You refer to your code of ethics which states that only a healthcare professional can judge if she is able to perform her duties.
- Your unit head still insists and refuses. She talks about possible reprisals;
- You give the employer reasonable notice to find a solution (the notice does not apply if the MOT was known for more than 24 hours);
- No replacement is found, the unit head insists and talks to you again about possible consequences if you leave.



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You cave under pressure.

This is what you must do:

- 1) Make a photocopy of the schedule and find out the reason for the absence that caused the MOT;
- 2) Call the unit head or coordinator regularly so she continues to look for a replacement;
- 3) Complete the MOT Form and the Safe Staffing Form available in the union offices. Your local FIQ-SPSO unit will file a grievance;
- 4) Call your local FIQ-SPSO unit.

Under pressure, you decide to leave.

What you need to do:

- 1) Inform your unit head or coordinator that you are leaving and give her a written report of the situation with a witness present;
- 2) However, before leaving, you must:
 - * Ensure that, in the event of a complaint, you will be able to show that you were not able to work or that you had obligations and took the reasonable measures available to otherwise assume these obligations.
- 3) Inform your local FIQ-SPSO unit by completing the MOT denunciation form.