

## PEMBROKE REGIONAL HOSPITAL

# MEMO

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**TO:** All Staff

**FROM:** Senior Leadership Team,  
Devaloise Hatchou, ONA President,  
and Connie Young, CUPE President

**DATE:** January 17, 2022

**SUBJECT:** Joint Message from the Senior  
Leadership Team, ONA and CUPE  
Regarding the Acute Staffing Crisis  
and Redeployment Needs

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The Champlain Health Region is currently experiencing a bed crisis. Hospitals outside of Ottawa have been asked to continue to take care of as many of their patients as possible within their local hospitals and not to close any urgent or acute care services.

In the last 48 hours, the staffing situation in our own Emergency Department and other areas within the Hospital has moved to critical levels. At this current time, we are asking that all staff support their Hospital friends and family and open their minds and spirits to a much greater willingness to be reassigned to other areas of the Hospital.

We are quite hopeful that this crisis will be short-lived but at this point, we need to all to be open to the possibility of moving to different areas of the Hospital and working shifts that we may not have worked in the past to support our patients and their families to continue to receive proper healthcare services in our region.

We recognize that this is a difficult situation, and that you may disagree with the reassignment. If you are being reassigned, barring any health and safety concern, please perform the reassignment as directed. Should you have any concerns, please request to have a meeting booked with your manager.

We are all in this together, and we will get through this together.

Thank you for your continued cooperation and support.