



PRESS RELEASE

For Immediate Release
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PHA Improving Patient Outcomes While Leveling Playing Field for Nurses

The Public Hospitals Authority (PHA) today announced the implementation of a new standardized shift system for all nurses in its employ, effective 10th December, 2018. The move by the PHA complies with the Bahamas Employment Act of 2001, the 2015 Industrial Agreement between The Public Hospitals Authority and the Bahamas Nurses Union, as well as a specific agreement between the parties related to this initiative dated 9th December, 2014.

Managing Director of the PHA, Catherine Weech said the new shift system will:

- **Improve the delivery of healthcare to our patients and ensure better patient outcomes through better nursing coverage and reductions in accidents and errors;**
- **Eliminate inequities caused by the “four nights on/four nights off” system which resulted in night duty nurses working 157 days per year on average, compared to 234 days per year on average for nurses assigned to day shifts;**
- **Establish a standardized 8-hour daily shift and a 40-hour work week; and**
- **Provide additional compensation for nurses scheduled to work between the hours of 6:00pm to 6:00am by way of a night duty premium of \$1.75 per hour which will be paid along with their standard hourly pay.**

The Managing Director added that, “the changes to the work schedules of nursing staff is a testament to the PHA’s ongoing commitment to ensure that its Human

Resources policies are consistent with ratified labour agreements and regional and international standards of practice.” The Authority she said is committed to improving the delivery of healthcare to patients by ensuring better patient outcomes. Weech concluded, “The PHA welcomes further discussions with the Bahamas Nurses Union regarding any additional improvements that can be made to enhance patient care and coverage.”

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