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RNPA Proposal 48, October 12, 2023

Section 18.6 - Professional Performance Committee

a) a) The Santa Clara County Hospitals Professional Performance Committee ("PPC") shall be composed of nurses currently employed by the hospital. The Committee shall have a representative from each nursing unit, one (1) from each satellite clinic, and one (1) Institution Nurse elected by the nurses from that unit and clinic. All appointed and new positions will be filled by election by October 31 of each year.

b) Nurses employed by the County recognize their obligation to perform the highest level of nursing care for the patients. The PPC shall act as an advisory body to Nursing Service and Administration. The hospital will make a good faith effort to implement recommendations agreed to by the PPC and the Director of Nursing.

c) The PPC shall not involve itself in grievances as defined and set forth in this Agreement. The purpose and function shall be as set forth in its bylaws and shall include the following:

1. Recommend nursing policies and procedures to the Nursing Administrator.
2. Review nursing policies and procedures prior to implementation, when possible, except in emergencies.
3. Maintain representative on Santa Clara County Hospitals Nursing Committees as designated by management.
4. Additional agenda items may be added upon request. Additional topics for agenda may include, but are not limited to:
  - Preparing for and responding to changes in patient condition and placement.
  - Quality standards, performance improvement and quality assurance.
  - Achieving operational efficiencies.

The PPC shall receive relevant information under the auspices of quality review, upon making a reasonable request to the CNO in writing.



d) The Nursing Administrator or representative will meet with the PPC at their regularly scheduled meeting when requested. The Nursing Administrator will respond in writing to all written recommendations within thirty (30) days unless extended by mutual agreement.

e) Attendance at PPC will be voluntary by the elected representative or an alternate. PPC members will be granted release time to attend the meetings. Those members who attend during other than duty time will be granted up to four (4) hours of compensatory time.

Meetings will be held monthly for three (3) hours or more as agreed to by the Nursing Administrator. **If needed, elected representative(s) may receive up to 2 hours of Release Time for meeting prep per month.**