

Research to Action: Applied Workplace Solutions for Nurses

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The Research to Action project, initiated by the Canadian Federation of Nurses Unions, has brought together employers, unions, governments and academics to implement innovative strategies that will increase the retention and recruitment of nurses.

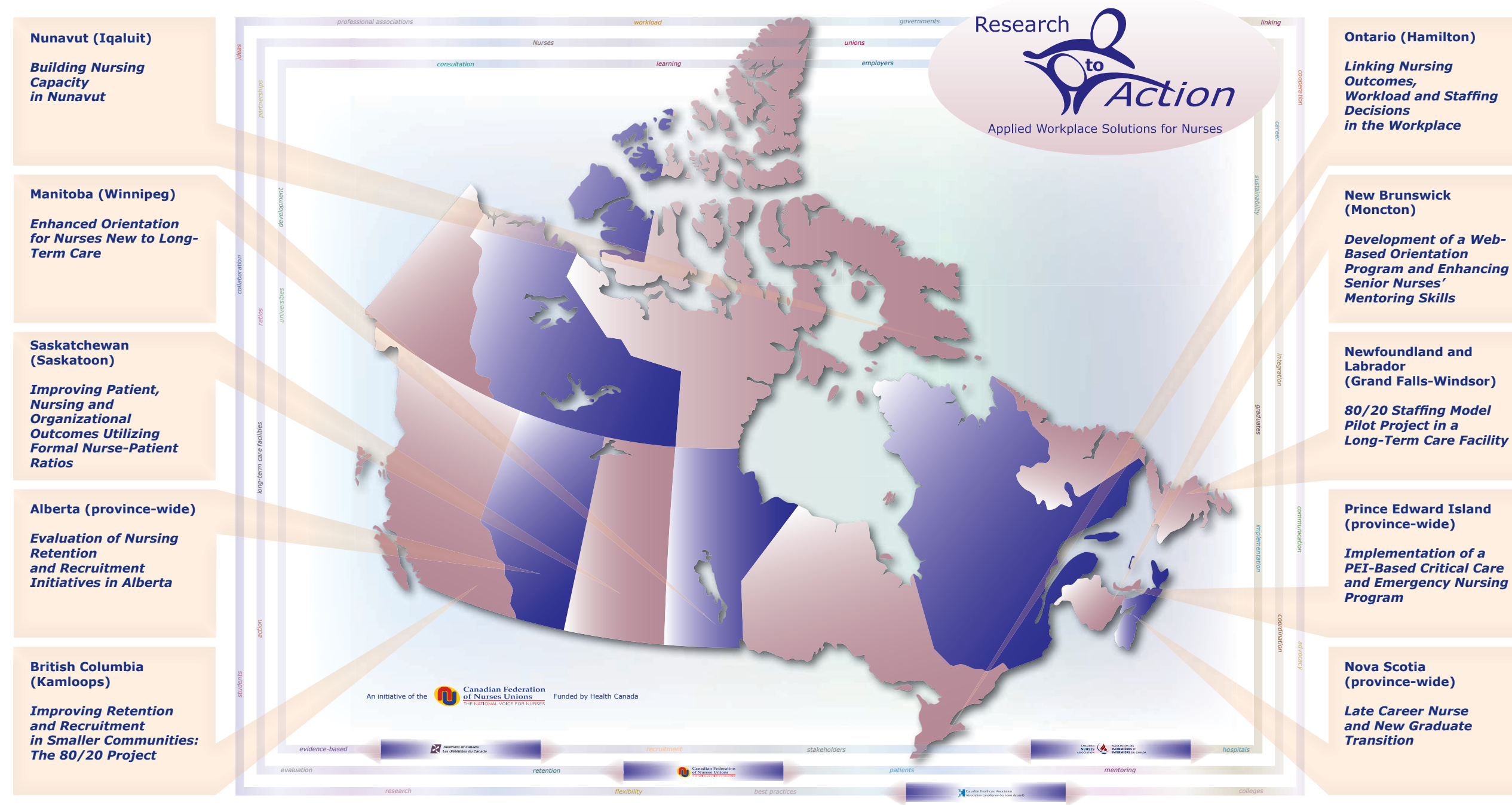
The ten workplace-based pilots include programs that address staffing ratios to enhance the quality of patient care, systems to offer support to new nursing graduates, and educational opportunities for professional development.

Unions, employers, and provincial and territorial departments of health have committed resources both in dollars and in-kind to advance this work. At the national level, the Canadian Federation of Nurses Unions, the Canadian Healthcare Association, the Canadian Nurses Association and the Dietitians of Canada provide guidance and advice.

The financial support from Health Canada totals \$4,774,743 over three fiscal years. Each pilot also receives direct and in-kind support from their union, government and employer partners.

Research to Action Project Objectives

- To apply research models that will improve the quality of worklife of nurses and improve retention and recruitment of nurses;
- To engage nurses unions, employers, governments and other stakeholders in new collaborative partnerships;
- To facilitate knowledge transfer within and across jurisdictions and professions.





British Columbia (Kamloops)

Improving Retention and Recruitment in Smaller Communities: The 80/20 Project

The BC project allows 15 nurses within a unit of the Royal Inland Hospital to spend 80% of salaried time in direct patient care and 20% in other ways such as professional development or mentoring. This model has been linked to many benefits, including increased staff and patient satisfaction and lower staff turnover.

Alberta (province-wide)

Evaluation of Nursing Retention and Recruitment Initiatives in Alberta

The Alberta project is an evaluation of seven retention and recruitment initiatives and projects contained in the current Collective Agreement between Alberta Health Services and the United Nurses of Alberta, including an entry level program, flexible work arrangements, and pre-retirement programs. The Alberta project involves assessing these initiatives to help determine if they should be continued, amended, or replaced.

Saskatchewan (Saskatoon)

Improving Patient, Nursing and Organizational Outcomes Utilizing Formal Nurse-Patient Ratios

The Saskatchewan project involves the implementation of a "Synergy Model" staffing plan for a unit at St. Paul's Hospital in Saskatoon. This tool allows bedside nurses, in consultation with management, to adjust nurse-patient ratios to reflect changes in the number or acuity of patients. This, in turn, will help maximize patient outcomes, including safety and satisfaction.

Manitoba (Winnipeg)

Enhanced Orientation for Nurses New to Long-Term Care

The Manitoba project allows senior nurses to develop leadership skills and helps nurses new to long-term care prepare for success. Nurses from three personal care homes within the Winnipeg Regional Health Authority have been matched with experienced nurse mentors. The project also involves clinical workshops that provide nurses and other health professionals in long-term care with the support and information to excel in their work.



Ontario (Hamilton)

Linking Nursing Outcomes, Workload and Staffing Decisions in the Workplace

The Ontario project involves implementing a "Nursing Dashboard" that provides information on indicators such as patient acuity, length of stay, nursing skill mix, hours, and selected outcomes – the "input, throughput and output" within a given patient unit. The Dashboard helps front-line nurses and managers determine appropriate staffing levels and keeps nurses involved in decision-making critical to their day-to-day duties.

New Brunswick (Moncton)

Development of a Web-Based Orientation Program and Enhancing Senior Nurses' Mentoring Skills

The New Brunswick project, delivered in French, is intended to facilitate the delivery of the course component for orientation programs at a hospital (general and nursing) through web-based access and self-learning modules. The project also involves training workshops for groups of senior nurses in order to prepare them for mentorship roles.

Nova Scotia (province-wide)

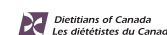
Late Career Nurse and New Graduate Transition

The Nova Scotia project has three components: a centralized service to identify individual employment preferences, employee/employer needs and orientation requirements; the implementation of an 80/20 nurse staffing model province-wide as per the Collective Agreement; and enhancements to the mentorship program to support the integration of nursing graduates into the workplace.

Prince Edward Island (province-wide)

Implementation of a PEI-Based Critical Care and Emergency Nursing Program

The PEI project, with support from the Nova Scotia Registered Nurses Professional Development Centre, is establishing both critical care and emergency nursing programs locally. Nurses now have the ability to acquire new or improved skills without having to leave the province. The capacity of specialty nurses in PEI will be enhanced with increased support from a core of nurse educators, and preceptors.



Newfoundland and Labrador (Grand Falls-Windsor)

80/20 Staffing Model Pilot Project in a Newfoundland and Labrador Long-Term Care Facility

The Newfoundland and Labrador project has adapted an 80/20 staffing model at Carmelite House, a long-term care facility in Grand Falls-Windsor. This model has nurses spend 80% of their salaried time in direct care with patients and 20% in staff development. Examples of projects include distance-based courses in gerontology and developing falls prevention policy.

Nunavut (Iqaluit)

Building Nursing Capacity in Nunavut

The Nunavut project, with support from the Ottawa Hospital, and in collaboration with Nunavut Arctic College, provides opportunities for nurses at the Qikiqtani General Hospital to develop new clinical skills and expand competencies. A mentorship program for new nurses will be established. The project is developing greater capacity for nursing leadership and professional development in Nunavut.

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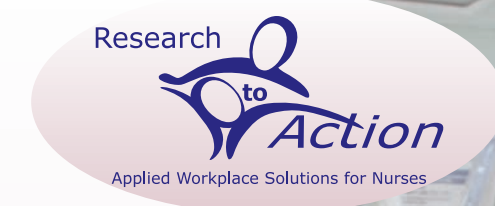
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