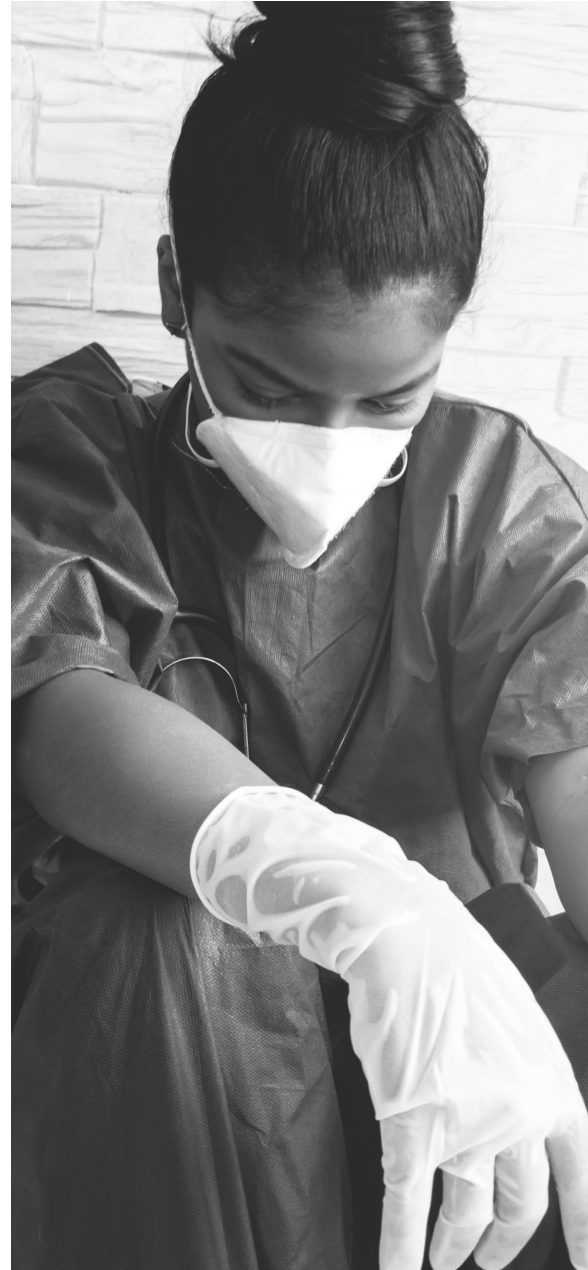May 26, 2022

Retention and Recruitment: two sides of the same coin

Linda Silas
CFNU President

CANADIAN FEDERATION
OF NURSES UNIONS
LA FÉDÉRATION CANADIENNE
DES SYNDICATS D'INFIRMIÈRES
ET INFIRMIERS

CFNU

COVID-19 REPRESENTS THE PERFECT STORM

The pandemic has

exacerbated

longstanding

challenges facing

health care.

The nursing shortage is worsening

Vacant positions, Stats Canada, 4th quarter 2021:

- Health care & social assistance: 126,000
- Nurses: 34,315
- 133% increase in nurse vacancies over two-year period

Over the next year, according to a CFNU poll:

- 1 in 2 nurses considering leaving their job
- Of those, 1 in 5 considering leaving nursing altogether

Over the next five years, according to the Conference Board of Canada:

- 1 in 5 health care workers eligible to retire

NURSES' WORKING ENVIRONMENTS

CFNU nationwide poll

- Burnout symptoms: 94%

- Severe burnout symptoms: increased from 29% to 45%

- Violence: 93% experienced over past year

- Insufficient staffing: 83%

- Quality of care declined in past year: 65%

Statistics Canada data

- 111% increase in average overtime hours
  (paid & unpaid hours: January 2020 – January 2022)

WHAT IS THE ISSUE?

- Health workers account for more than 10% of all employed Canadians and 2/3 of health care spending, or 8% of GDP.

- But in Canada, health workforce planning takes place without basic and detailed data on both regulated and unregulated professions.

WHAT ARE THE CONSEQUENCES?

- Canada's health workforce (i.e., supply, mix, distribution) isn't aligned with its population's needs.

- There is a growing gap between workforce supply and population demand.

Solutions

The CFNU is advocating for the federal government to provide the following

supports as part of a pan-Canadian health human resource plan:

- Establish a health workforce agency to address critical health workforce

  gaps

- Immediately provide targeted funding to the provinces and territories to

  address critical shortages
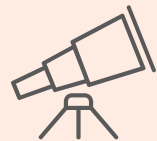
A federal
health workforce
agency

Targeted
government
funding

Change of culture is needed

Understanding is much deeper than knowledge. There are many people who know us, but very few who understand us.

Retain

Return

Recruit

THANK YOU
MERCI
MIIGWETCH