Investing in Canada’s Nursing Workforce Post–Pandemic: A Call to Action
Nurses represent the highest proportion of health care workers globally.

The pandemic has compounded vulnerabilities within health systems.
Motivation for Review

- Global evidence
- Jurisdictional scans
- Experiential
- Crisis situation
A national coalition of nursing leaders and experts led a review and made recommendations on a key set of global issues related to the nursing workforce, both pre-pandemic and during pandemic.
Data Sources

- **Academic Documents**: 40+
- **Jurisdictional Documents**: 45+
- **Case Study**: 43 participants
- **Leading Experts**: 18 experts
Recommendations

1. Develop a pan-Canadian strategy with a sustained focus to strengthen retention and recruitment of nursing workforce.

2. Address workload, staffing and skills mix, and payment models.

3. Implement systemic processes beyond remuneration that will result in valuation of the nursing workforce.
4. Strengthen the voice of nurses in policy and planning at multiple levels.

5. Enhance authentic intersectoral partnerships.

6. Address Equity, Diversity and Inclusion, gender equity, and systemic racism and their impact on the workforce.

7. Implement safe workplace wellness strategies for our nurses – learning from the pandemic.
Key Actions

- Establish a Pan-Canadian Nursing Human Resources Strategy
- Establish a National Nurse Engagement Taskforce to engage point-of-care nurses
- Establish a National Coalition of Nursing Experts and Leaders to guide the production of rapid reviews and policy briefs to inform key nursing policy, planning
- Establish a distinction-based approach to align nursing services with the United Nations Declaration on the Rights of Indigenous Peoples and Human Health Rights.
Thank you