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Investing in Canada's Nursing Workforce Post-Pandemic: A Call to Action

May 26, 2022

Context

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



Policy Brief: Royal Society of Canada

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.



Recommendations

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