



Policy options for ensuring an adequate supply of Registered Nurses in Nova Scotia

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Objective

- Provide a base of current scientific evidence to inform discussions with Nova Scotia's nursing stakeholders about the kinds of policies and strategies that would represent the most effective use of resources within an updated Nursing Strategy.



Background

- NS Nursing Strategy developed in 2001
 - Updated 2007
 - >\$85M invested
- Under strategy to date:
 - Increased RN training, graduation, grad retention & activity; reduced turnover
 - Increased RN supply
 - Greater self-sufficiency
 - Provincially standardized scopes of practice
 - Improved nursing HHR data



Methods

1. Systematic literature review and synthesis
2. Needs-based HHR simulation modeling
3. Multi-stage stakeholder validation

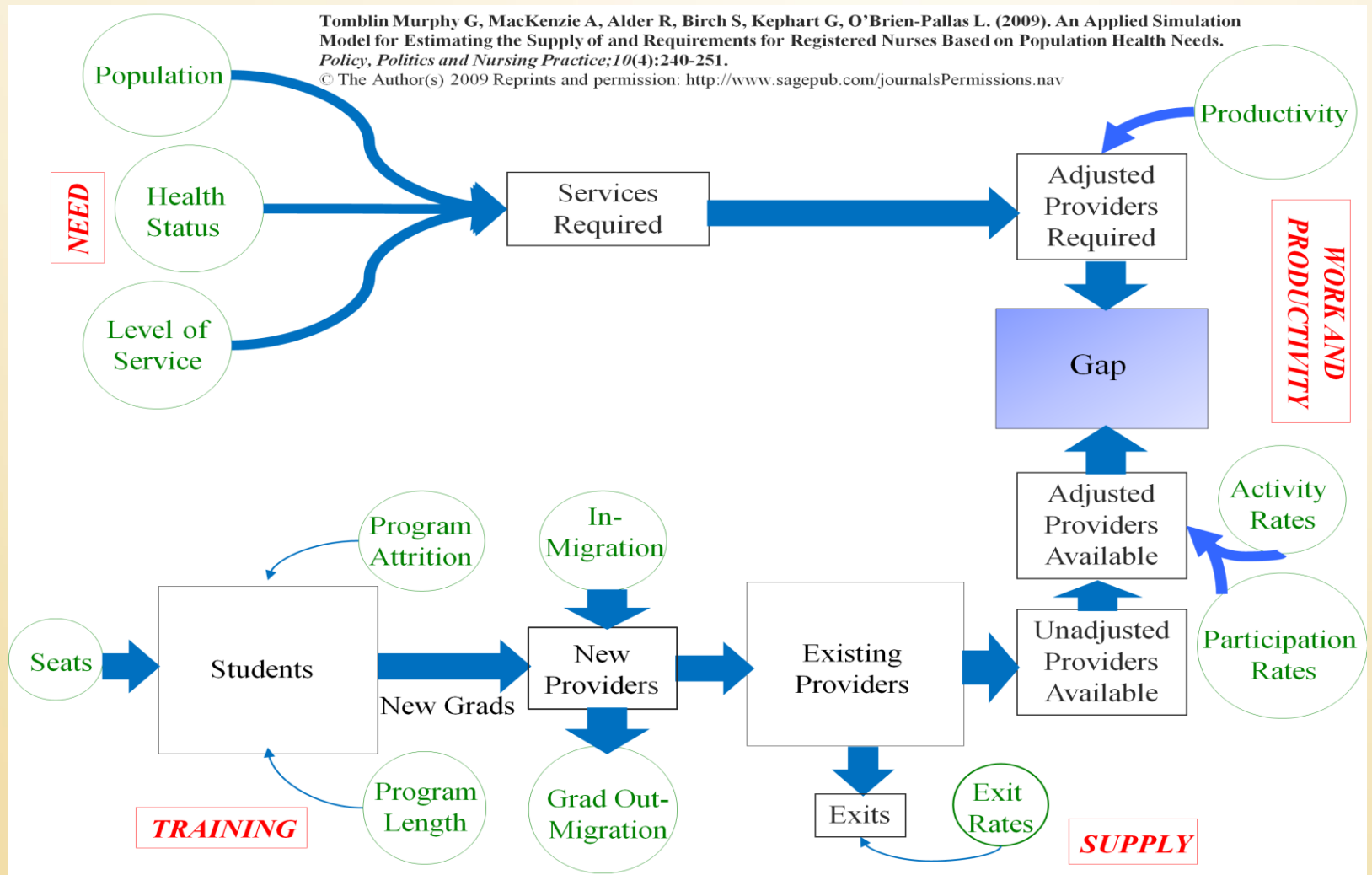


Systematic Review and Synthesis

- Peer-reviewed & grey literature
- Inclusion criteria: English-language; published 2003-2014; Canada/Western Europe/Australia/New Zealand/USA; Describe specific nurse retention or recruitment strategy
- Initial search: >1,700 unique documents; 195 included in review
- Evidence classified according to CIHR (2012) & Letts et al. (2007)



Methods

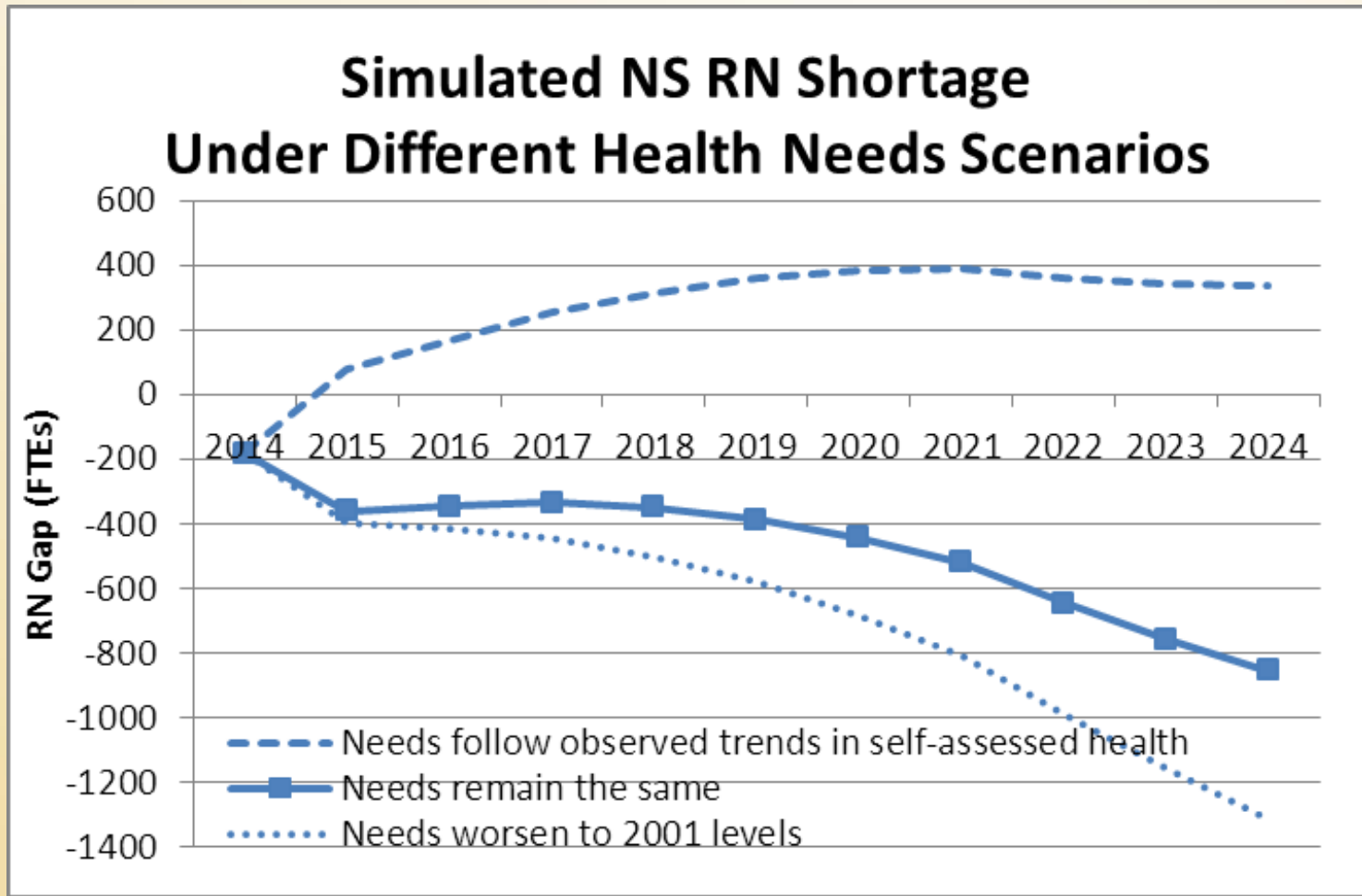


Stakeholder Validation

- Multiple presentations & discussions with Provincial Nursing Network
- 3 'showcase' discussions with practicing nurses across NS
 - Bridgewater, New Glasgow, Sydney
- Participants described findings as consistent with & relevant to their experiences; helped to identify policy implications



Results



Results

- R/R strategies supported by best evidence:
 - 80/20 model
 - Residency programs
 - Nurse-led workplace improvement strategies
 - Team building programs, employee recognition programs, Magnet[®]-based nursing practice
 - Return-to-work programs featuring early contact and workplace accommodations



Results

- Examples of evidence-supported productivity improvement strategies:
 - Identify & eliminate bureaucratic inefficiencies
 - Reorganize physical layout
 - Interdisciplinary care teams
 - Safe task-shifting
 - Shift emphasis from hospital- to home-/community-based care

See handout for references

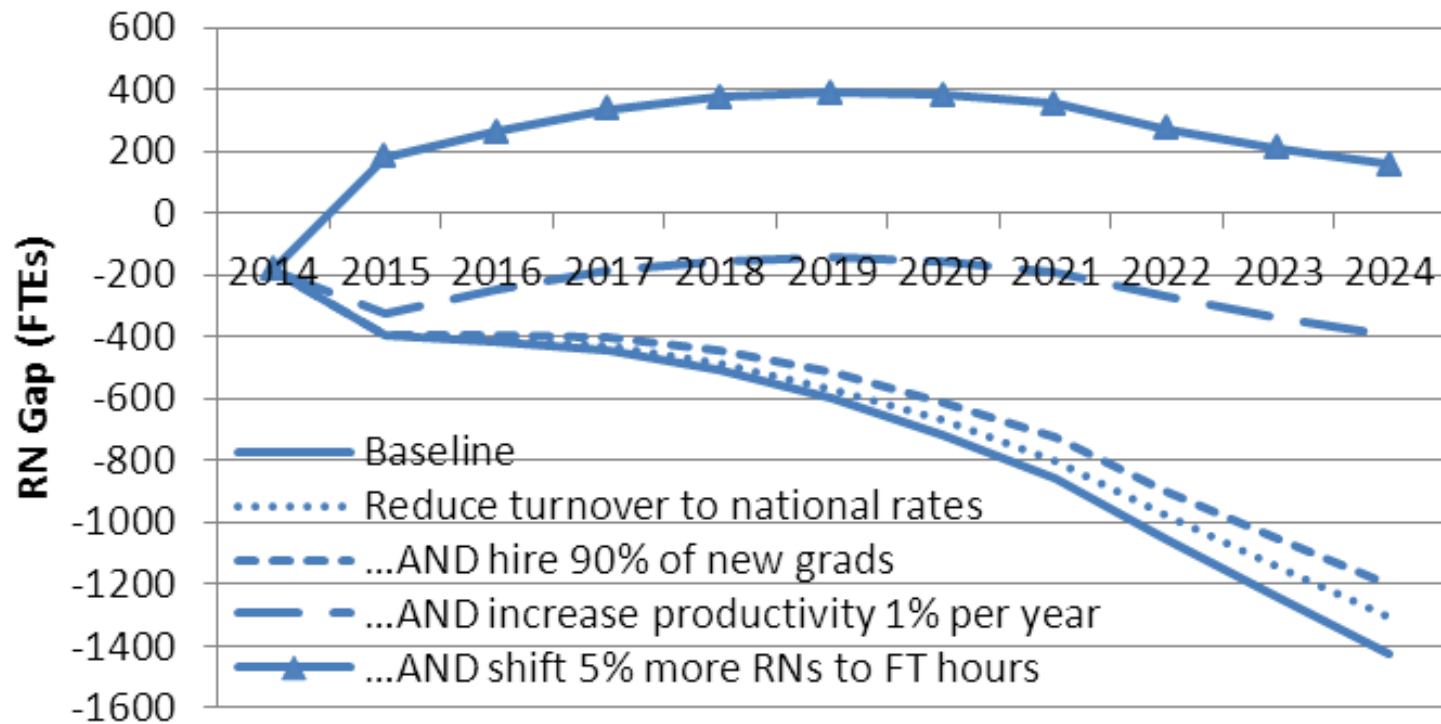


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Results

Cumulative Impacts of Multiple Policies on Simulated NS RN Gap, 2014-2024



Conclusions

- If status quo continues, supply of RNs will decrease over a 10-year period
- A multi-faceted strategy achieving modest further improvements would offset even a large future RN shortage
- Adequacy of future NS RN supply contingent on (1) Nova Scotians' future health care needs; (2) deployment and management of resources to respond to those needs
- Any loss in progress made since 2007 would exacerbate any future nursing shortage



Questions?

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