



Members offer kudos and suggestions for improvement in fall survey

FOR 18 DAYS THIS FALL, MEMBERS had an opportunity to participate in an online survey, sharing their opinions on RNAO's work, their thoughts on its strategic directions, and their recommendations for improvement. A big thank you to the 2,500 nurses who put time and thought into completing the membership survey; your contribution to the board of directors' strategic planning process is invaluable.

Almost 80 per cent of respondents to our survey said they are 'satisfied' or 'very satisfied' with RNAO. They value educational opportunities, the energy and insight the association devotes to political action, the voice we give to the profession, and the access they have to legal assistance. Respondents also expressed a clear sense of belonging to 'their' organization, and were pleased with the responsiveness of home office.

When asked where we can improve, respondents said they want to see staff nurses – who make up 60 per cent of our overall membership and represent more than half of those who completed the survey – reflected more in the work of the association. You've told us about your concern that RNs are being replaced by RPNs. You are so very right to be concerned, and it's time for RNAO to increase awareness of this troubling reality. Although there is a place for everyone on the health-care team, decreasing the number of RNs is counter to

positive clinical and health outcomes. We have plenty of anecdotal evidence that RNs are being replaced by RPNs, and soon the College of Nurses of Ontario's annual data will bring this dangerous trend to light.

Armed with evidence about RN effectiveness on patients' health and clinical outcomes, as

results, including the substantive increase in full-time employment for all RNs – from 49.9 per cent in 1998 to 68.2 per cent in 2011. RNAO was the first to place on the political agenda in 1998 the urgent need to move to 70 per cent full time employment, and we have never let go. It's this same determina-

have seen political movement.

To your concerns that educational offerings are too Toronto centric; we hear you and commit to expand our reach to communities across Ontario, especially those in northern, rural and remote areas.

In the spring issue of the *Journal*, we will bring you details of the board of directors' revised strategic priorities based on your voices. As an association that represents registered nurses who join voluntarily, we are accountable to you. This fall's survey – in combination with focus groups and strategic planning retreats with RNAO assembly members and senior staff – has allowed the board to reassess RNAO's direction. In some respects, the board has re-affirmed we're headed in the right direction. In other respects, it has re-shaped the direction we'll take in the future. A final report of the feedback is being drafted, and the revised strategic priorities will be finalized and approved by the board at its March meeting.

Be assured your voices have been heard, loud and clear. **RN**

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well as organizational and system cost-effectiveness, and backed by RNs' lived experiences, we will position this issue at the forefront of our work. We already have a track record for success with regards to health human resource and scope of practice issues as they pertain not only to RNs, but also to nurse practitioners, chief nurse executives, and chief nursing officers. We will use this expertise and determination to tackle RN replacement head on.

Fifteen per cent of survey respondents selected 'political action' when asked what they value most at RNAO. Ten per cent selected 'advocacy.' We are pleased that you value these aspects of our work, and we know you take pride in the

tion and focus we promise to tap into when we move forward with the concerns you've shared in the survey.

While we do this, we will remember your comments about action alerts: that there are too many, and they are too urgent. We hear you, and will limit action alerts to areas relevant to you. We will give you the choice to select which action alerts, if any, you want to hear about. As we do so, we will ask you to be generous with your time. We know your efforts make a huge difference to the lives of others. For example, in just one week this November, 2,000 nurses responded to RNAO's action alert demanding help for the residents of Attawapiskat. As a result, we

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