

Ontario's RN Understaffing Crisis: Impact and Solution



Positive impact of registered nurses (RN) on clinical, health, organizational and health-system outcomes



decreased mortality



decreased infection



increased quality of care



increased patient satisfaction

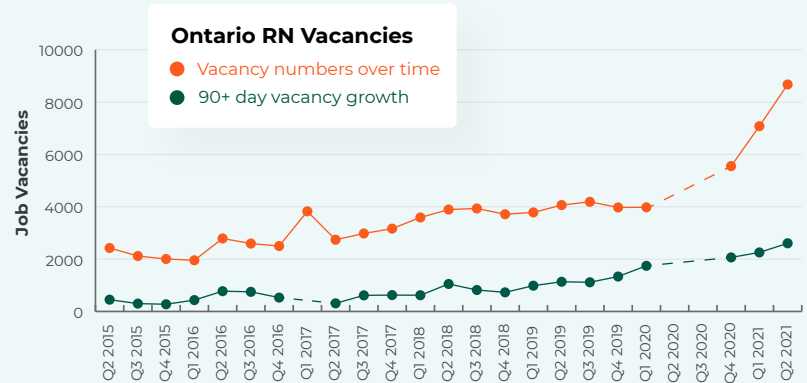
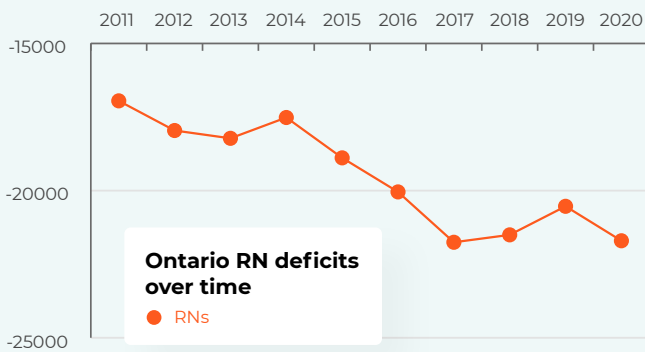


decreased length of stay



increased patient safety

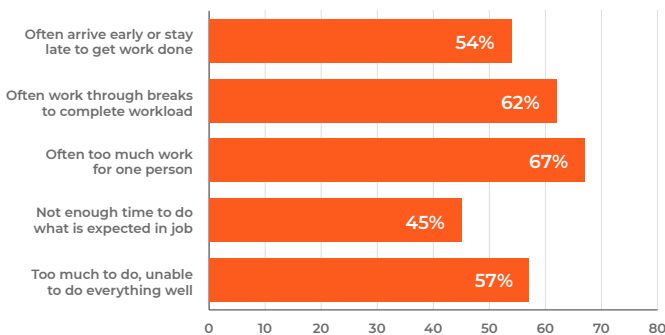
Evidence of a growing RN human resource crisis



Impact of staffing shortages on nurse wellness, pre-pandemic

1 Statistics Canada's National Survey of the Work and Health of Nurses 2005: Provincial Profiles

Percentage of nurses reporting role overload, Canada 2005



Data Source: Statistics Canada. (2005). National Survey of the Work and Health of Nurses 2005: Provincial Profiles.

2 CFNU's Mental Disorder Symptoms Among Nurses in Canada

Staffing and workload

73.2%

of nurses reported feeling their institution/organization is regularly over capacity

83.4%

indicated regular staffing as insufficient or inappropriate in meeting the needs of patients

Burnout symptom severity



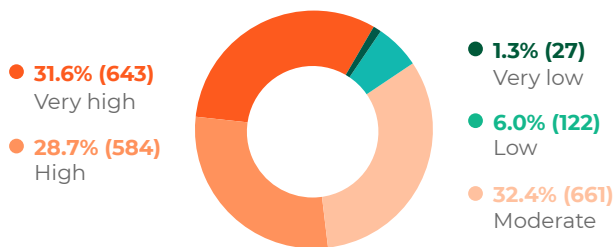
- **29.3%** Clinical symptoms of burnout
- **63.2%** Some symptoms of burnout
- **7.4%** No symptoms of burnout

Data Source: Stelnicki, A., Carleton, R. & Reichert, C. (2020). Mental Disorder Symptoms Among Nurses in Canada. Canadian Federation of Nurses Unions.

Impact of staffing shortages on nurse wellness during the pandemic

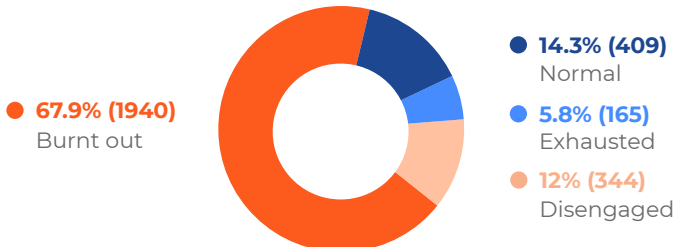
1 Work and Well-being survey

How would you rate the level of stress you have experienced in your job due to the pandemic?



2 Canadian COVID-19 nursing workforce survey

Canadian Nurses' Job-Related Burnout (Oldenburg Burnout Inventory)



Nurses have experienced real income loss through the pandemic

For 21 months (and counting) nurses have worked on the frontlines of the COVID - 19 pandemic under wage-restraint legislation, Bill 124. As of Nov. 2021, nearly 600,000 persons in Ontario have tested positive for the COVID-19 virus, resulting in more than 10,000 lives lost.

Number of new daily COVID-19 cases



Intentions to leave

1 Work and Well-being survey

Summarizing the potential for post-pandemic loss of RNs

Departure Potential	Percentage of Respondents	Ontario Background Loss Rate	Estimated Net Loss Rate
Total retire 1 year	8.4%		
Others very likely to leave post-pandemic	7.2%		
Total potential losses within 1 year	15.6%	4.8%	10.8%
2 years	21.1%	9.6%	11.5%
3 years	25.2%	14.4%	10.8%
4 years	29.7%	19.2%	10.5%
10 years	48.1%	48%	0.1%

2 Canadian COVID-19 nursing workforce survey

Summarizing the potential for departure from nursing positions

