



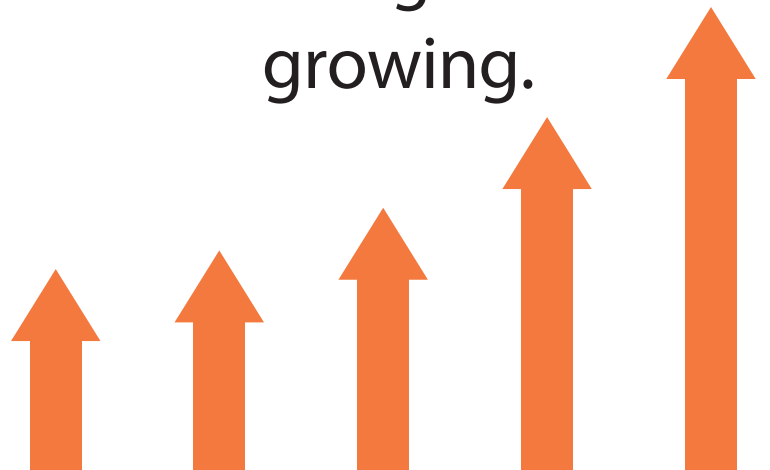
Who are we?

We are registered nurses and nurse practitioners and we are everywhere in the health system.

We hold executive positions, running the show, and we are on the street helping the homeless. We are in emergency rooms when you're in crisis and in your home when you can't get out. We help deliver your babies and we look after your parents and grandparents in long-term care.

And, we are the future of health care because we are nursing students too.

We are more than 48,500 strong and growing.



What is RNAO?

Established in 1925, we are a voluntary professional association. We advocate for healthy public policy, promote excellence in nursing practice and power nurses to actively influence and shape decisions that affect the profession and the public we serve.

What is a registered nurse?

Most registered nurses (RN) - and, since 2005, all RNs - have at least a four-year bachelor of nursing degree. Nurse practitioners (NP) are registered nurses with a master of nursing degree and a nurse practitioner certificate. Registered practical nurses (RPN) have a two-year college diploma.



RPN
Two-year diploma



RN
Four-year baccalaureate degree

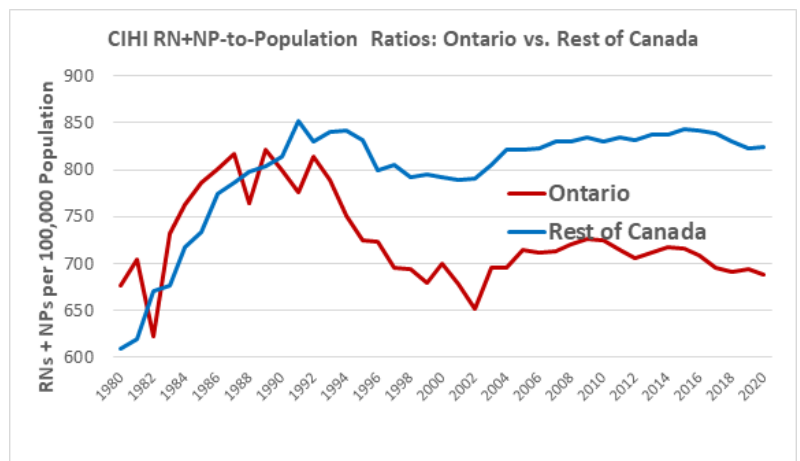
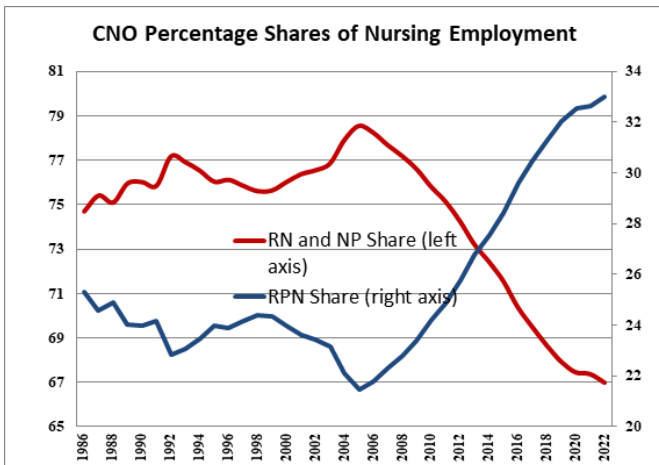


NP
Master of nursing degree

Nursing human resource issues

For more than three decades, the number of RNs per capita in this province has trailed the rest of Canada. Ontario entered the COVID-19 pandemic nearly 22,000 RNs short of the rest of Canada on a per-capita basis. And, the RN share of Ontario's nursing workforce has been in decline for nearly two decades, despite ample research confirming positive health outcomes from RN care across a broad range of quality-of-care indicators.

The COVID-19 pandemic has deepened the RN human resource crisis in Ontario. Excessive workloads and stress, chronic understaffing and wage restraint legislation has impacted nurse health and wellbeing and is triggering many RNs to leave the profession.



What does RNAO do?

Best Practice Guidelines (BPG)

We inform and support best clinical practices here in Ontario and around the world through our Best Practice Guidelines (BPG) program. We have published over 50 BPGs and the Leading Change Toolkit and other educator resources to support implementation.



The International Affairs and Best Practice Guidelines (IABPG) Centre is a department of RNAO that delivers programs, activities and services dedicated to the professional development of nurses and health-care organizations.

Global BPSO network

18

BPSO Hosts representing

1000+ health-care and academic organizations



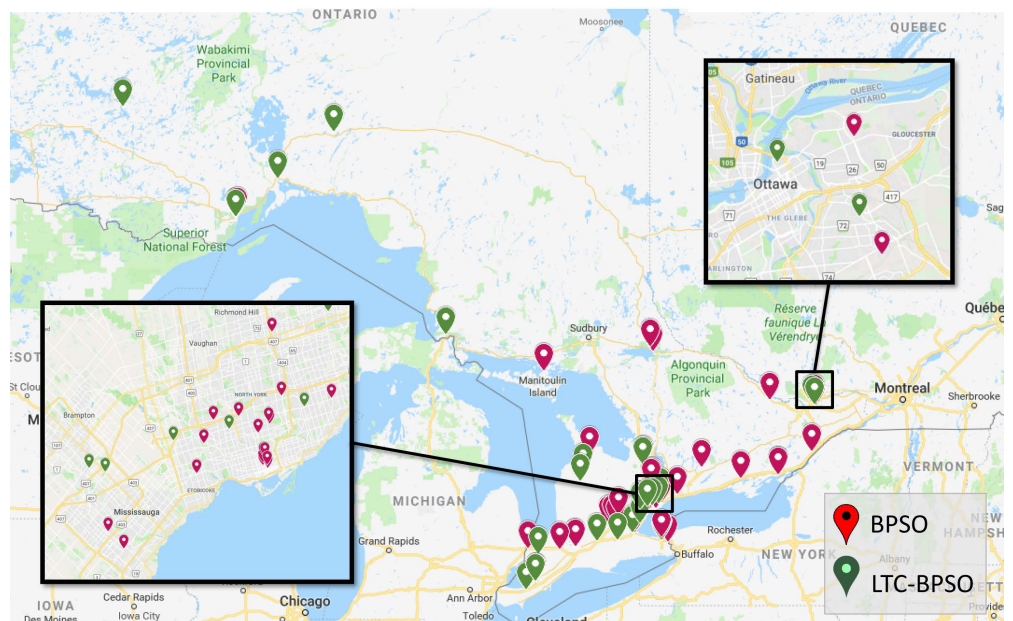
Best Practice Spotlight Organizations (BPSO)

BPSOs are health service and academic organizations that implement and evaluate the outcomes of the RNAO BPGs they have adopted.



Ontario BPSOs

550+ health services and academic organizations





We advocate for healthy public policy

Our vision is one that creates the conditions for health and wellness for everyone by addressing the many determinants of health. We know people's health and life chances are shaped by their environment and their economic and social circumstances. The path to a healthier Ontario requires that a broad range of issues be addressed, from climate change and water quality to housing and poverty, as well as our relationship with Indigenous communities.

To support the health and wellness of the people of this province, we envision a health system that is accessible, integrated, equitable, person-centred, publicly funded and not for profit.

Supporting health system transformation

RNAO supports the success of Ontario Health Teams (OHT) by offering a tailored Best Practice Spotlight Organization (BPSO) model called BPSO OHT. The goal is to optimize outcomes through implementation of evidence-based practice and robust staff engagement. Through this model, RNAO offers a system of support and mentorship to achieve the quadruple aim (improved patient outcomes, improved patient experience, lower costs of care and improved provider experience) together with the United Nations Sustainable Development Goals by addressing population health, supporting underserved populations and promoting health equity. Eight BPSO OHTs are engaged in the program at this time and are actively implementing BPGs as an integrated system of care.

