

The evidence shows that registered nurses (RN) help keep people and communities in Ontario healthy and safe. Read the facts below to learn more about the unprecedented understaffing crisis affecting our health system.

RNs improve clinical, organizational and health system outcomes



decreased mortality



decreased infection



increased quality of care



increased patient satisfaction



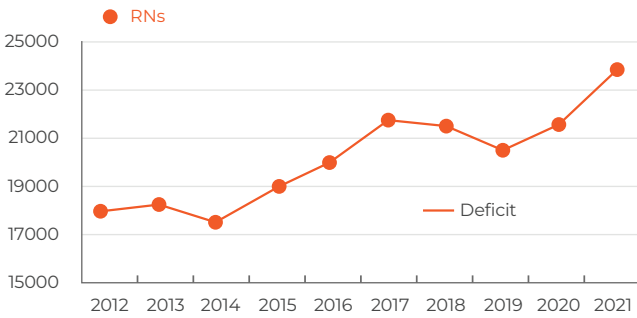
decreased length of stay



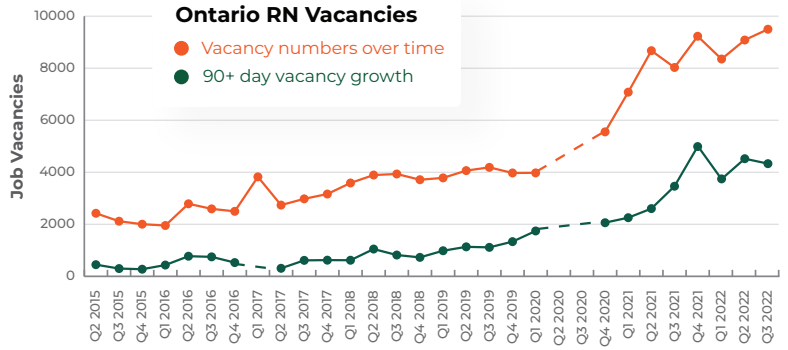
increased patient safety

We are in the midst of a nursing human resource crisis

Ontario RN deficits over time compared to rest of Canada



Ontario RN Vacancies

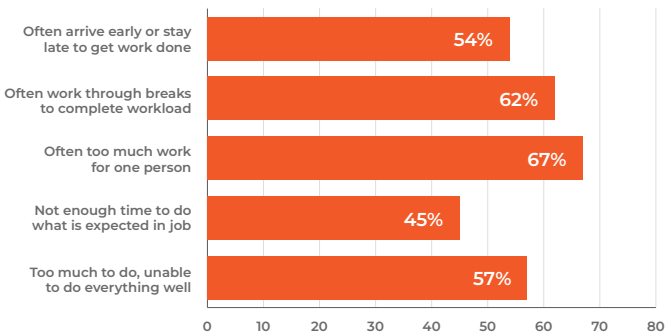


--- data lacking

Nurse wellness was affected by staffing shortages even before the pandemic

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.

CFNU's Mental Disorder Symptoms Among Nurses in Canada 2019

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

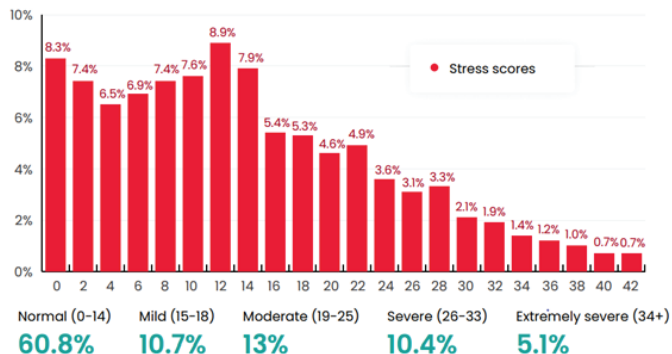


- 29.3% Clinical symptoms of burnout
- 63.2% Some symptoms of burnout
- 7.4% No symptoms of burnout

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

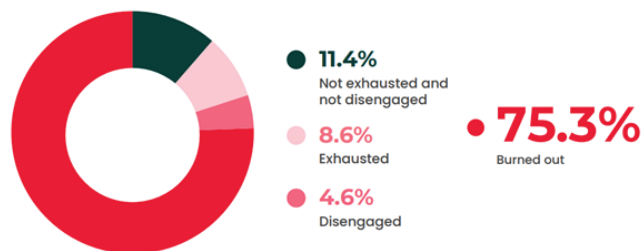
RNAO's Nursing Through Crisis

The distribution of stress scores demonstrated that a significant minority (15.5 per cent) of nurses experienced severe or extremely severe stress during the pandemic.



RNAO's Nursing Through Crisis

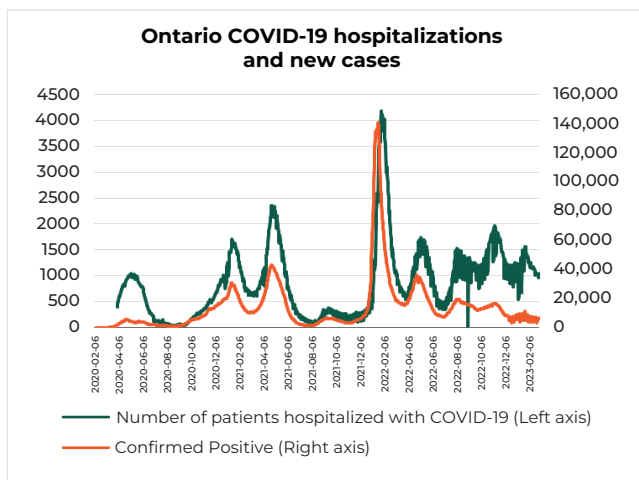
Canadian Nurses' Job-Related Burnout (Oldenburg Burnout Inventory)



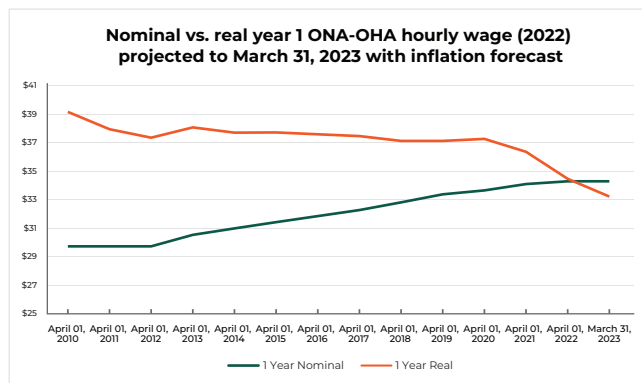
Pandemic demands coupled with wage restraints have tested nurses like never before

Number of new daily COVID-19 cases and hospitalizations

For three years, nurses have worked on the front lines of the COVID-19 pandemic under wage restraints imposed by Bill 124. More than 1.58 million people in Ontario have officially tested positive for the COVID-19 virus, resulting in more than 16,000 lives lost. Many other Ontarians have been left with lingering effects.



Factoring in inflation, Ontario RNs have faced steadily eroding real wage rates, which worsened after the 2019 imposition of wage restraints under Bill 124.



*More than 1.58 million positive tests have been reported by PHO. Reported case counts have increasingly understated actual cases due to testing restrictions. For this reason, we supplement case counts with hospitalization data.

Nurses are leaving their positions – and their profession

RNAO's Nursing Through Crisis

69%

of nurses will potentially leave their nursing position within the next five years.

RNAO's Nursing Through Crisis

Of those who wanted to leave their position within five years, 42 per cent of nurses would leave the profession.

