



RNAO's Rural, Remote and Northern Area Nursing Workforce Task Force

Quantitative Survey Results (N=242)

#1) Expand initiatives that enable residents of rural, remote and northern communities to pursue nursing education locally across the province, by: identifying additional regional sites to deliver the program; ensuring the appropriate infrastructure exists to support distance learning and creating partnerships to offer high quality clinical placements.

Questions	Yes (%)	No (%)
Is the recommendation clear?	95.74%	4.26%
Is the recommendation adequately supported by the available evidence in existence?	89.24%	10.76%
Is the recommendation adequately supported by your experience?	80.00%	20.00%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	86.49%	13.51%

#2) Expand targeted initiatives and create new pathways to increase access to nursing programs for Aboriginal and First Nations persons.

Questions	Yes (%)	No (%)
Is the recommendation clear?	95.28%	4.72%
Is the recommendation adequately supported by the available evidence in existence?	86.28%	13.72%
Is the recommendation adequately supported by your experience?	70.59%	29.41%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	87.67%	12.33%



#3) Foster partnerships that support the travel and accommodation of nursing students pursuing placements in rural communities.

Questions	Yes (%)	No (%)
Is the recommendation clear?	97.00%	3.00%
Is the recommendation adequately supported by the available evidence in existence?	82.81%	17.19%
Is the recommendation adequately supported by your experience?	76.44%	23.56%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	90.13%	9.87%

#4) Fund a rural nursing orientation program to provide any nurse who is new to rural practice with an opportunity for an extended supernumerary orientation.

Questions	Yes (%)	No (%)
Is the recommendation clear?	93.51%	6.49%
Is the recommendation adequately supported by the available evidence in existence?	85.14%	14.86%
Is the recommendation adequately supported by your experience?	75.23%	24.77%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	91.48%	8.52%

#5) Expand the Ontario Nursing Workforce Alliance initiative to all sectors and encourage health-care organizations to form partnerships to respond to short-term staffing gaps.

Questions	Yes (%)	No (%)
Is the recommendation clear?	85.33%	14.67%
Is the recommendation adequately supported by the available evidence in existence?	70.73%	29.27%
Is the recommendation adequately supported by your experience?	60.00%	40.00%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	71.98%	28.02%



#6) Create specific education programs targeted to Ontario's rural nursing workforce, recognizing the unique nature of rural nursing practice.

Questions	Yes (%)	No (%)
Is the recommendation clear?	95.61%	4.39%
Is the recommendation adequately supported by the available evidence in existence?	88.99%	11.01%
Is the recommendation adequately supported by your experience?	78.08%	21.92%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	89.59%	10.41%

#7) Maintain the Tuition Support Program for Nurses, the Nursing Community Assessment Program, Nursing Graduate Guarantee (NGG) Initiative and Late Career Nurse Initiative (LCNI), while expanding them to all sectors and optimizing their administration.

Questions	Yes (%)	No (%)
Is the recommendation clear?	96.10%	3.90%
Is the recommendation adequately supported by the available evidence in existence?	89.95%	10.05%
Is the recommendation adequately supported by your experience?	80.18%	19.82%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	91.78%	8.22%

#8) Establish a rural nursing education initiative as an augment to the Nursing Education Initiative to provide reimbursement for tuition and transportation costs associated with pursuing education.

Questions	Yes (%)	No (%)
Is the recommendation clear?	98.70%	1.30%
Is the recommendation adequately supported by the available evidence in existence?	89.73%	10.27%
Is the recommendation adequately supported by your experience?	84.96%	15.04%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	95.15%	4.85%



#9) Take advantage of the Ontario Telemedicine Network (OTN) and fund the development of virtual networks that leverage technology and organizational partnerships to deliver virtual education and consultation in remote areas, augmented with in-person learning opportunities where possible.

Questions	Yes (%)	No (%)
Is the recommendation clear?	96.98%	3.02%
Is the recommendation adequately supported by the available evidence in existence?	92.48%	7.52%
Is the recommendation adequately supported by your experience?	80.18%	19.82%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserviced communities?	91.63%	8.37%

#10) Maximize the potential of nurse-led primary care models to improve timely and expanded access to care in rural communities by eliminating compensation inequities and ensuring the full and expanded utilization of nurses.

Questions	Yes (%)	No (%)
Is the recommendation clear?	94.76%	5.24%
Is the recommendation adequately supported by the available evidence in existence?	85.59%	14.41%
Is the recommendation adequately supported by your experience?	75.68%	24.32%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserviced communities?	87.84%	12.16%



#11) Consider the context of rural, remote and northern health-care delivery by engaging all relevant stakeholders from the outset when developing new provincial initiatives.

Questions	Yes (%)	No (%)
Is the recommendation clear?	93.45%	6.55%
Is the recommendation adequately supported by the available evidence in existence?	93.24%	6.76%
Is the recommendation adequately supported by your experience?	83.33%	16.67%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	89.45%	10.55%

#12) Enable local health system integration through regional planning and funding that represents all sectors and engages the local voice in decision making.

Questions	Yes (%)	No (%)
Is the recommendation clear?	88.39%	11.61%
Is the recommendation adequately supported by the available evidence in existence?	78.77%	21.23%
Is the recommendation adequately supported by your experience?	66.20%	33.80%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	76.61%	23.39%

#13) Support funding models that are based on population health needs and enable person-centred care delivery models that are evidence-based and strengthen continuity of care across sectors.

Questions	Yes (%)	No (%)
Is the recommendation clear?	91.19%	8.81%
Is the recommendation adequately supported by the available evidence in existence?	86.98%	13.02%
Is the recommendation adequately supported by your experience?	78.87%	21.13%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	84.47%	15.53%



#14) Continue to invest in ongoing infrastructure renewal and growth in rural and remote communities (i.e. telecommunications, hydro, transportation, housing, etc)

Questions	Yes (%)	No (%)
Is the recommendation clear?	96.00%	4.00%
Is the recommendation adequately supported by the available evidence in existence?	89.91%	10.09%
Is the recommendation adequately supported by your experience?	80.18%	19.82%
Will the recommendation improve recruitment and/or retention of nurses in rural, remote and underserved communities?	92.34%	7.66%

Demographics:

Sector	%
Hospital	35.44%
Long-Term Care	5.49%
Home Care	7.17%
Public Health	7.17%
Primary Care	16.88%
CCAC	2.53%
MOHLTC	0.42%
Other	24.89%

Primary Role:

Role	%
Staff Nurse	50.00%
Middle Manager	11.44%
Senior Leader	5.93%
Policy Maker	1.27%
Other	31.36%



Registered Nurses' Association of Ontario
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autorisés de l'Ontario

Community of Employment:

Area	%
Rural Southern Ontario	13.56%
Rural Eastern Ontario	7.63%
Rural Central Ontario	5.93%
Rural Northern Ontario	19.49%
Urban Northern Ontario	5.51%
Urban	32.63%
Remote	4.66%
Other...	10.59%