

Shortage of nurses predicted

CONTINUED FROM / C4

5. Successful recruitment and retention outcomes mandate 70 per cent FT:

Earning Their Return: When and Why Ontario RNs left Canada and What Will Bring Them Back (RNAO, 2001) found that the lack of full-time positions was a key reason why Ontario RNs left the country. Further, the availability of full-time positions was a key factor that would encourage the return of those same RNs to Ontario.

RNAO's Survey of Casual and Part-time Registered Nurses in Ontario (2003) revealed similar findings. The report found that despite current work environment challenges, if respondents had their preferred status, there would be an immediate net shift of 11 per cent from part-time and casual to full-time. This would translate into almost 4,000 more full-time RNs and, if certain conditions changed, 42.7 per cent, (the equivalent of well over 15,000 more full-time positions, or more than 6,000 FTEs) would move to full-time, putting Ontario at 74 per cent full-time employment for RNs.

6. Sustainability of the nursing profession depends on 70 per cent FT:

According to RNAO, if the nursing profession is central to health and health care, it must be structured in a way that makes familiarity and engagement with patients, families and other agency resources less difficult and more meaningful? They believe it is a difficult proposition if nurses must work for several employers to make ends meet.

7. 70 per cent FT makes economic sense:

It makes little sense that nursing education programs, which are highly subsidized by government, would produce a workforce with approximately 50 per cent of its professionals working less than full-time hours, or leaving for the U.S.

A 2001 study demonstrated significant cost efficiencies can be realized through reductions in workload. For example, reduction in sick time through improved workloads would save over \$39 million - the equivalent of 765 full-time equivalent positions.

According to RNAO, the continuity of care and continuity of care provider cannot be achieved with the current low levels of full-time employment amongst RNs; and the over-reliance on part-time, casual and agency employment.

Finally, RNAO notes that, while it fields hundreds of calls annually from nursing grads unable to find full-time work, the U.S. consistently makes 71.6 per cent full-time employment available to its RNs.

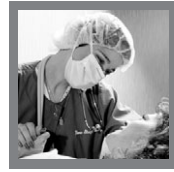
Nurses in action



Sherry Morrell, Nurse Practitioner treats a hand injury.

WHO CARES?

(you do, and for that we say thank you)



At St. John Health, it's our team of nurses that help make REAL MEDICINE a reality. And for that, we say a heartfelt **THANK YOU**. Thank you for taking pride in your work and always searching for a better way to deliver care. Thank you for never giving up and never being satisfied with your results. Most of all, thank you for seeing our patients as more than just a diagnosis, and offering an empathetic ear and caring touch each and every time.

Without you, we wouldn't be able to deliver the standard of care our patients have come accustomed to. From one professional to another, we commend you for dedicating yourself to our patients, and promoting the healing process through your never-ending compassion and clinical expertise. From the bottom of our hearts, we thank you.



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We value our nurses' dedication for putting Each Patient First

We would like to take this opportunity to offer our heartfelt appreciation to all our Canadian nurses.

Each day, you make sure that our patients receive the compassionate care they need. For that, we thank you.



Nancy Schlichting
President and CEO
Henry Ford Health System

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Mark Kelley, M.D.
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