

Supporting Nurses

change
starts
here



Through a joint Quality Worklife Committee, government continues to engage with the Registered Nurses Union of Newfoundland and Labrador (RNUNL) to discuss critical factors affecting work life. Work is ongoing with the RNUNL to conduct a Core Staffing Review. Government is also undertaking a research project, in collaboration with RNUNL, to understand the casualization of the RN workforce in the province.

Attracting New Nurses

- + Annual support of \$857,000 for nursing specific incentives, including Bachelor of Nursing Bursary Program, Nurse Practitioner Bursary Program, Rural Nursing Student Incentive, Practice Course Grants and Scholarships.
- + Salary increases through previous round of collective bargaining.
- + Introduced Educational Salary Advance Program to support continued education/development of RNs.
- + Enhanced Bursary Program for Labrador-Grenfell Health, followed by expansion to all RHAs for most challenging scenarios.
- + Implemented working group to identify, develop and implement short and long term strategies to enhance retention and recruitment of Registered Nurses in Labrador-Grenfell Health.
- + Annual information sessions for students enrolled in Bachelor of Nursing Programs to discuss employment and bursary opportunities in RHAs.
- + Working with Immigration, Population Growth and Skills to streamline Provincial Nominee Program. Approximately 350 nursing applicants screened in hopes that they will be hired as PCAs within the RHAs and work towards bridging to become Licensed Practical Nurses or Registered Nurses.

- + Number of seats in the Bachelor of Science in Nursing Program will be increased by 25 per cent through the implementation of a rural program with remote teaching.
- + Beginning September 2022, an offering of the Bachelor of Science in Nursing Program will be available in Happy Valley-Goose Bay, Gander, and Grand Falls-Windsor.

Workplace Support

- + Facilitated Workplace Violence Symposium in January 2020.
- + Psychological health and safety resource package for staff (including navigator line, 24-hour EAP, Rapid Response Teams, Employee Virtual Assistant).
- + Completed RN Workforce Model in 2017.
- + Implemented Workforce Management System.
- + Working with RNUNL to develop RN Travel Team model.
- + Government and RHAs entered a Good Neighbour Agreement with RNUNL and other RHA unions in 2020 which enables a planned response to an emergency without undue delays.
- + Provincial Senior Nursing Council created to provide forum for collaboration with RHAs and escalate common trends.
- + Legislative changes were implemented in 2019 to allow development of RN prescribing regime.
- + Practical Nursing Advisory Committee created to provide support and guidance in the ongoing development, implementation and evaluation of the Practical Nursing Program.