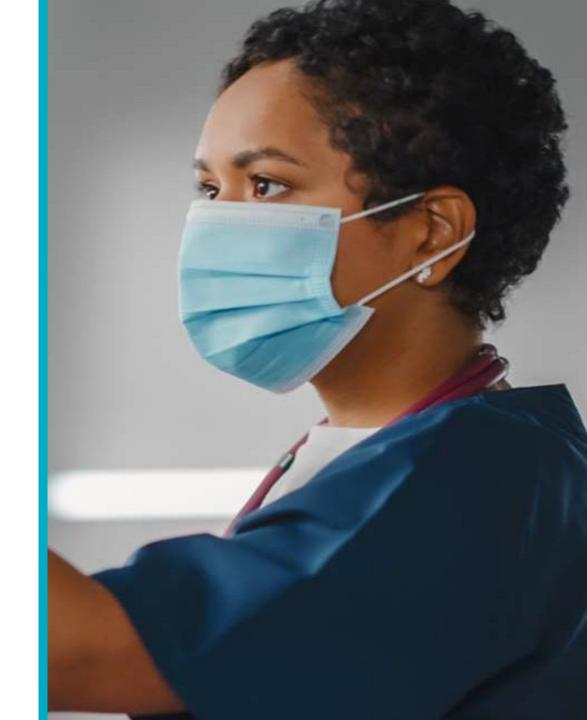
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# Investing in Canada's Nursing Workforce Post-Pandemic: A Call to Action

#### Context

Nurses represent the highest proportion of health care workers globally.

The pandemic has compounded vulnerabilities within health systems.



### **Motivation for Review**

- Global evidence
- Jurisdictional scans
- Experiential
- Crisis situation



# Policy Brief:Royal Society of Canada

A national coalition of nursing leaders and experts led a review and made recommendations on a key set of global issues related to the nursing workforce, both prepandemic and during pandemic.





Academic Documents

40+

Jurisdictional Documents

45+

Case Study

43 participants

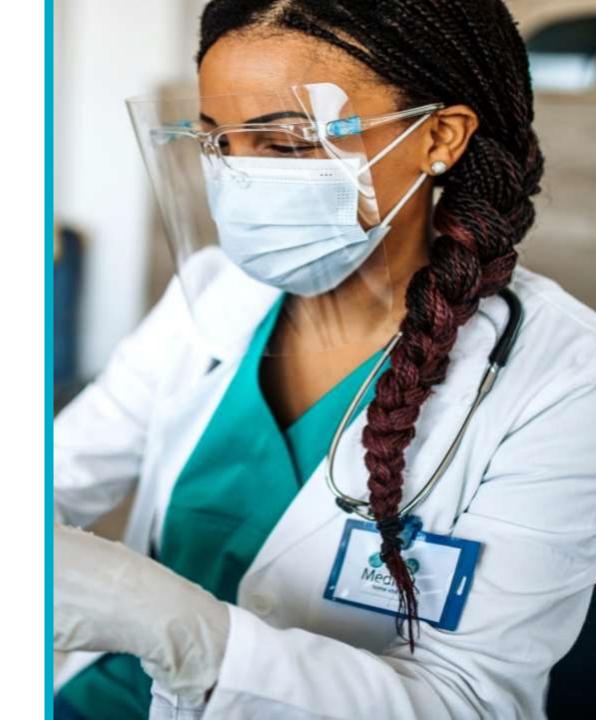
Leading Experts

18 experts



#### Recommendations

- 1. Develop a pan-Canadian strategy with a sustained focus to strengthen retention and recruitment of nursing workforce.
- 2. Address workload, staffing and skills mix, and payment models.
- 3. Implement systemic processes beyond remuneration that will result in valuation of the nursing workforce.



#### Recommendations

- 4. Strengthen the voice of nurses in policy and planning at multiple levels.
- 5. Enhance authentic intersectoral partnerships.
- 6. Address Equity, Diversity and Inclusion, gender equity, and systemic racism and their impact on the workforce.
- 7. Implement safe workplace wellness strategies for our nurses learning from the pandemic.



## **Key Actions**



Establish a Pan-Canadian Nursing Human Resources Strategy



Establish a National Nurse Engagement Taskforce to engage point-of-care nurses



Establish a National Coalition of Nursing Experts and Leaders to guide the production of rapid reviews and policy briefs to inform key nursing policy, planning



Establish a distinction-based approach to align nursing services with the United Nations Declaration on the Rights of Indigenous Peoples and Human Health Rights.



# Thank you