

# **Canada Nursing Worker Survey Workforce and Training Model**

## **Section I: Summary**

Canada surveyed almost 17,000 Canadian nurses and released the results in December 2006 which provided a baseline for working conditions for nurses throughout the country. This survey instrument will be key to assessing future improvements in quality of workplace experiences and the overall health and wellbeing of nurses. The survey was completed by the Health Canada, The Canadian Institute for Health Information and Statistics Canada.

## **Section II: Statement of purpose**

Canada has a strong nursing constituency/stakeholders that have elevated the nursing moral and shortage issues to the federal government on numerous occasions. Several policy reports have repeatedly called for specific health system changes to address significant nursing workforce issues including, high rates of injury, job satisfaction, work related stress, absenteeism, and mental health issues such as depression.

The following reports have further examined the nursing workforce issues:

- In 2000, the Pan-Canadian strategy for nursing was developed titled, "The Nursing Shortage for Canada."
- In 2002, "Our Health, Our Future. Creating Quality Workplaces for Canadian Nurses" was released which identified 51 recommendations for improving the work environment for nurses.
- In 2002, two national commissions recommended improvements regarding retention and recruitment of health care providers.
- In 2003, the federal government in Canada initiated a health human resource strategy, of which a key piece was the Healthy Workplace Initiative. From this initiative emerged the Health Human Resource Strategy which included the Quality of Life—Quality Health Care Collaborative.
- In 2004, First Ministers of Canada made a commitment within their 10-year plan to Strengthen Health Care in 2004 and set targets for health human resource planning.
- In 2005, the National Survey of the Work and Health of Nurses (NSWHN) asked Canadian nurses to report on work experiences including nursing care (workplace pressures), work environment (stress and respect), and overall health and well being. Baseline data was available by workforce place (long term care facilities and hospitals), sex, age, and nursing specialist.

## **Section III: Outcomes**

The NSWHN showed progress to improve quality of life in the workplace but has been slow and inconsistent progress throughout the country. Improvements

included job security and improved working conditions with physicians. However, the survey pointed out that Canada still has a great deal of progress to make on high rates of physical injury, mental health problems, high levels of job strain, job dissatisfaction, high physical demand, and role overload.

Progress in these issues impacting Canadian nurses will be measured against the baseline data derived from the NSWHN survey in order to evaluate government interventions to the nursing workforce issues.

#### **Section IV: Contact Information and References**

##### Contacts:

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