



RNAO

Registered Nurses' Association of Ontario
L'Association des infirmières et infirmiers
autorisés de l'Ontario

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the VOICE for
registered nurses,
nurse practitioners
and nursing students
in Ontario

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Peel Chapter

Addressing Nursing Shortages
within Local Health Systems

January 2021

RNAO.CA

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Influences

Informs

Advocates

Connects

Protects

Inspires

<https://toronto.ctvnews.ca> : mobile
Toronto-area hospitals 'overwhelmed' as flu hits harder ...
Dec 29, 2014 — Emergency rooms in Ontario are filling up fast with people reporting flu-like systems. At one Toronto-area hospital, ER visits are ...

<https://time.com> ...
Hospitals Overwhelmed as Patients Are Treated
Jan 18, 2018 — The influenza season's deadly flu epidemic is here. Here's how hospitals are dealing ...

www.ctvnews.ca
Hospitals overwhelmed by flu and norovirus patients
Jan 10, 2013 — As both the flu and the stomach infection norovirus sweep across Canada, hospitals all over the country say they are being pushed to the ...



<https://www.theglobeandmail.com>
Hospitals overwhelmed by flu cases - The Globe and Mail
Jan 12, 2011 — A surge in influenza cases in parts of the country has overwhelmed emergency rooms, postpartum ...

<https://www.thestar.com> - 2017/12/13
Overcrowded Ontario hospitals 'on the brink,' province warned
Dec 13, 2017 — 13, 2017timer3 min. read.
Overcrowding at Ontario hospitals has become so...

<https://www.cambridge.org>
No room at the inn: overcrowding in Ontario's emergency departments
By Dr. Sherry ... 2000 ... Edited by ... — Special ...
SOPC Section on Emergency Medicine, Ontario Medical Association, 2000 ... Maloney, J. Hospital ...

<https://www.thestar.com> - 2017/04/14
Surge in patients forces Ontario hospitals to put beds in ...
Apr 14, 2017 — Even some rural hospitals have been overwhelmed. They include hospitals throughout the Greater Toronto Area, Hamilton, Ottawa, London, ...

History shows overwhelmed health system is not new.

A sustained, lengthy pandemic has worsened an already lean health care system

Assessment

Pandemic of 22 months & counting

– **Impacted** nurses in all sectors

- Hospitals
- Long Term Care
- Home Care
- Public Health
- Community
 - » CHCs
 - » Corrections
 - » Schools
 - » Streets



Significance of Motion

Bill 124 passed in 2019 capped pay increases annually to 1%

Placed constraints on collective bargaining especially for COVID-19 supports

First step needed Repeal the Bill, other strategies are also needed

Challenges

- Employee Assistance Programs **Enhancements**
 - Would surpass 1 % cap
- Vacations cancelled, holiday leaves shortened
 - Impacts nurses physically and mentally
 - Outcomes increased sick time and stress leaves
- Not all nurses are paid at provincial level
 - Variability creates unfair market i.e., Region of Peel not affected \$\$ but face similar pressures

Challenges

New beds are furniture until nursing resources are included.



Nurses of Peel

We Know

- Nurses are leaving positions in all sectors, especially 25-35 year old RNs (RNAO,2021)
- **Academic** personnel (College faculty) are in a strike position---currently work to rule, huge issue
 - **limited to no clinical placements** for nursing students to meet competencies to enter practice

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- Overwhelming fear for their families—taking COVID-19 home
- Challenges with their own family needs—child care, children with special needs, elders,
- Deployed for months to other jobs, no choice

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• RNs identify there are safety issues i.e., senior nurses have left who will mentor new and novice nurses

↑ Workload due to covering RN gaps i.e., expansion of manager's portfolio—regular responsibilities + IPAC

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• Emergency & ICUs most affected, known to be harsh for nurses = Burnout, PTSD

• Mental health issues—grief, depression, stress

• Consider these realities

- PPE ***N95 mask worn 7 of 8 hours, 11 of 12 hours

- 5 patients died in one shift, multiple Code Blues

- Usual ratios in hospital wards

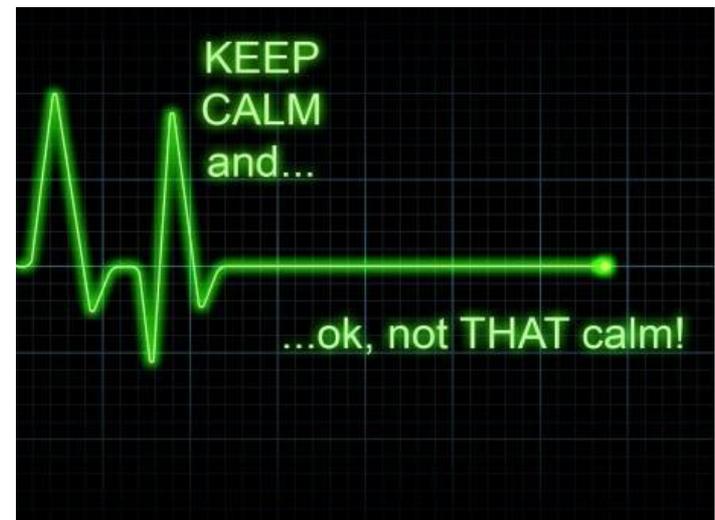
- 4:1 on days, increased to 6 to 8:1 due to shortages.

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- When staffing leaner, patient care alters to basic needs
 - Vital signs
 - Medications
 - Dressings, Treatments, Safety Checks
- What's limited (long list)
 - Baths
 - Mobility
 - Feeding Assistance > 10 minutes
 - Increased use of restraints

For All Communities

- Nurses need increased support immediately
- Nursing is an essential resource, basic care is **not** quality health care
- Find out what nurses do on a shift to shift basis—it's a lot



Communities

- Pandemic has created numerous challenges
 - Health of Nurses is now a very loud alarm
 - 25-30% vacancy rates in many agencies, some sectors higher

Acute Care Admitted Patients Need Nursing Care:

Hospitals are made of bricks nurses are the mortar---they keep the structures standing.



Thank You for Your
Support of Nurses
in Peel Region

