

Faculti Summary

<https://faculti.net/sustaining-the-canadian-nursing-workforce/>

This video is a transcription of a presentation discussing an article published in a nursing leadership journal, which highlights complex issues facing the nursing and healthcare workforce in Canada, such as staffing shortages, excessive workloads, and toxic workplace environments. These challenges negatively affect nurses' psychological well-being, contribute to burnout, and potentially lead to a decline in the quality of patient care.

The speaker outlines a comprehensive review aimed at identifying evidence-based solutions to these issues. The methodologies employed included a literature review, consultations with experts, and interviews with key stakeholders. The review identified over 1,000 articles, ultimately focusing on 1,176 relevant ones.

Key findings were categorized into reactive and long-term solutions, with emphasis placed on three main approaches: "Retain and Support," "Return and Integrate," and "Recruit and Mentor." Specific suggestions include reducing nursing workloads, creating supportive workplaces, integrating internationally educated nurses, and focusing on local recruitment initiatives.

In conclusion, the presentation stresses the urgent need for coordinated, evidence-based solutions to address the persistent challenges faced by healthcare workers and ensure high-quality care for patients. The speaker calls for immediate action from policymakers and a comprehensive implementation of the proposed solutions to avert a future crisis in the healthcare system.