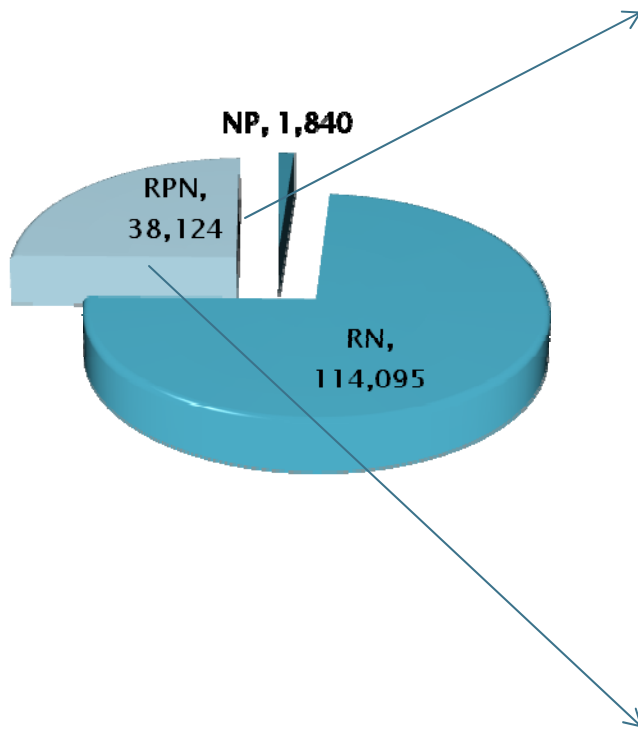


RPNs have Spoken, Results from the 2010 RPN Retention and Recruitment Study

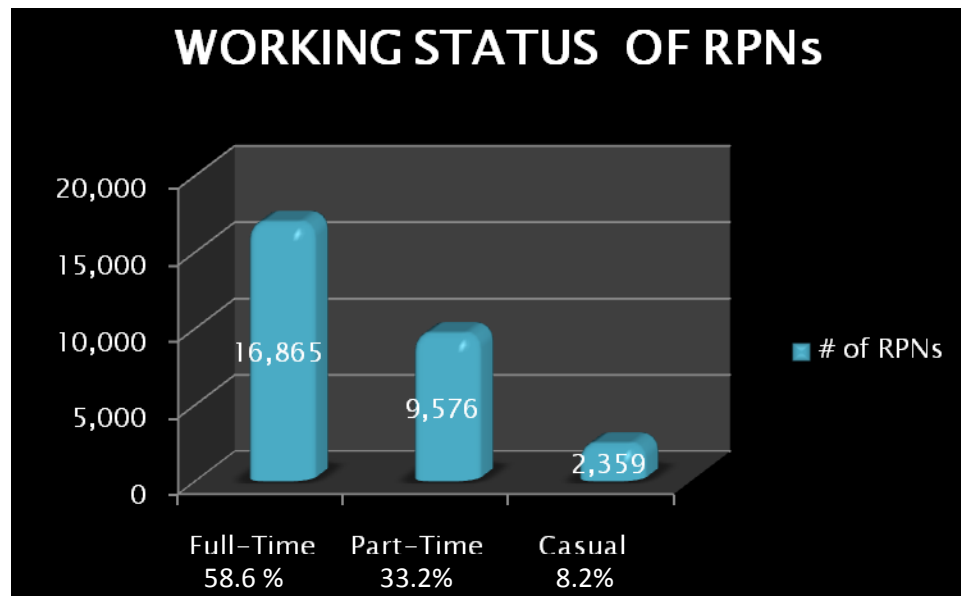
Dianne Martin RPN RN BScN MA
Annette Weeres RN BScN MN

RPNs, who are we?

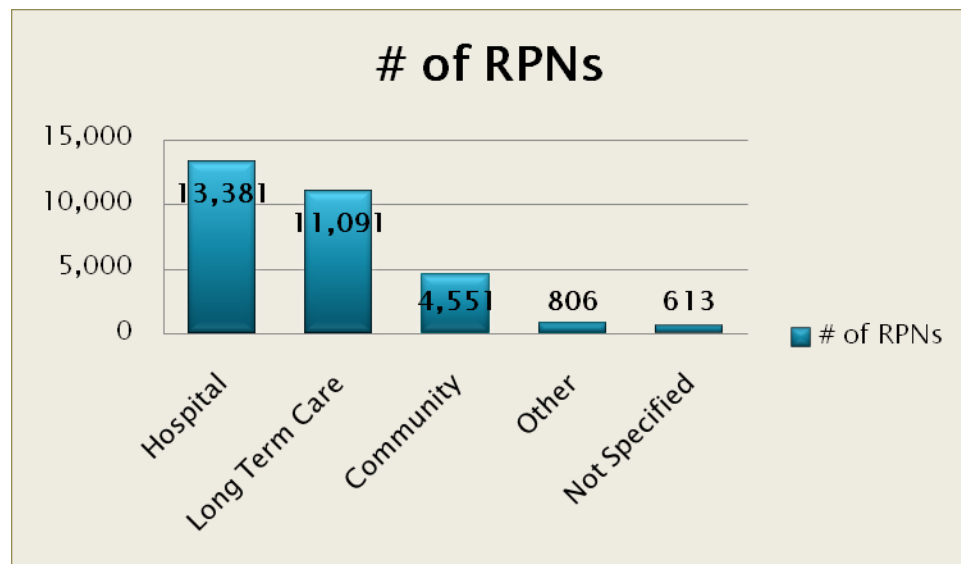
Nurse by Category



WORKING STATUS OF RPNs



of RPNs



College of Nurses Statistics

Year	RPNs Working in Ontario	RPNs not Working In Nursing	Full time working rate	RNs Working in Ontario	RNs not Working in Nursing	Full time working rates
2010	30,442	4460	57.95%	93,916	12,212	65.47%
2009	28,800	4386	58.56%	93,171	12,234	65.37%
2008	27,432	4277	56.31%	91,965	12,001	64.70%
2007	26,135	4548	54.94%	90,233	12,533	62.96%

CNO, 2010

Background

- ▶ Research demonstrates that retention of nurses in Ontario is important to sustaining health care.
- ▶ Research shows that workplace factors contribute to the retention of nursing staff
- ▶ RPNAO had long heard anecdotal stories of workplace issues experienced by RPNs
- ▶ There is a lack of research specifically related to the workplace experiences of this group of nurses in Ontario

Research Question

What are the factors that affect the retention of RPNs in the workplace, and their ability to provide high quality care?

Research Process

Phase 1 Electronic Survey

- All RPNs in Ontario invited to participate.
- Members via email and non-members through regular mail.

Total Sample - 28,752
Respondents - 2,299 (8%)



Phase 2 Focus Groups

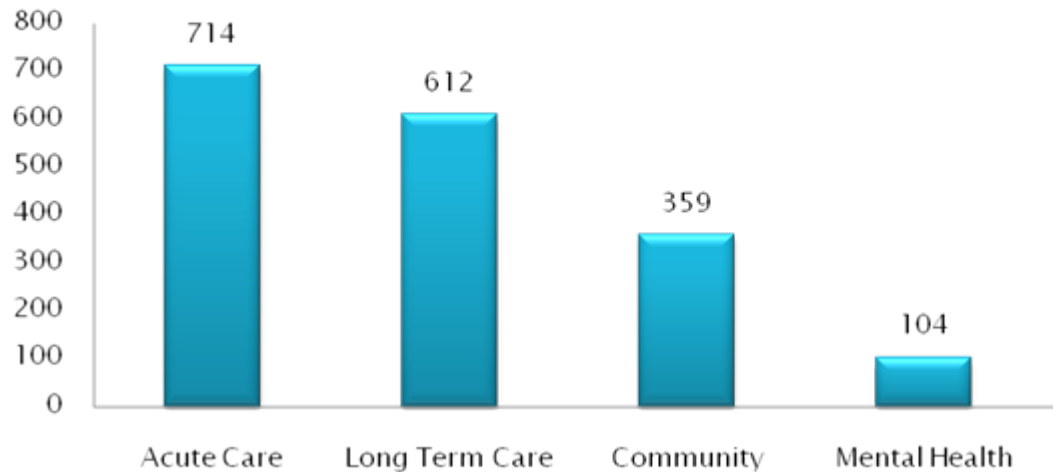
- Five focus groups were held throughout Ontario
- Including one with Internationally Educated Nurses.



Phase 3 Nurse Leader Strategies

Phase One Demographics

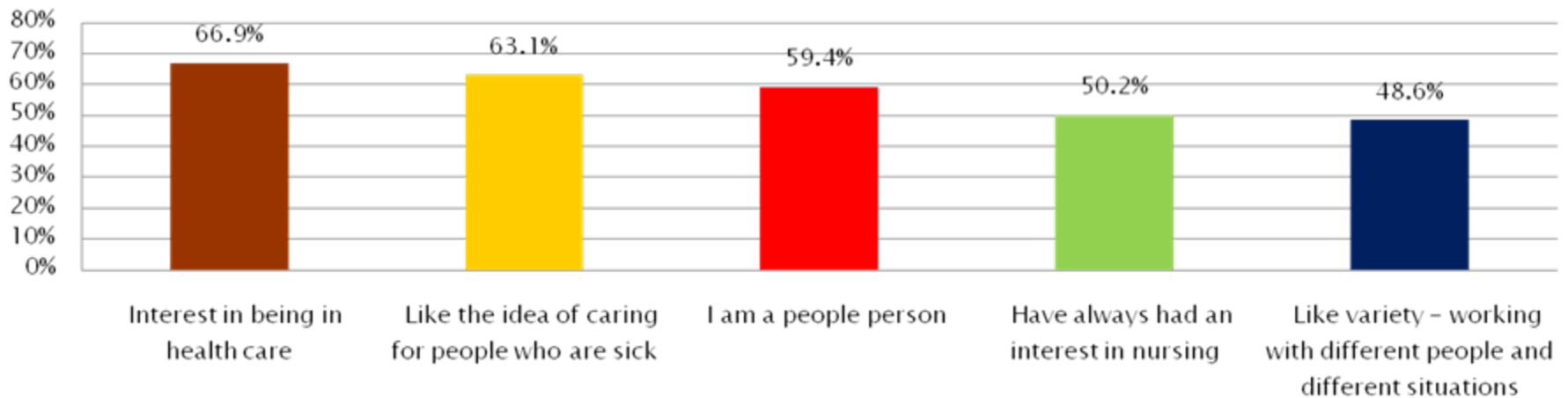
Number of Respondents
by Sector



Results

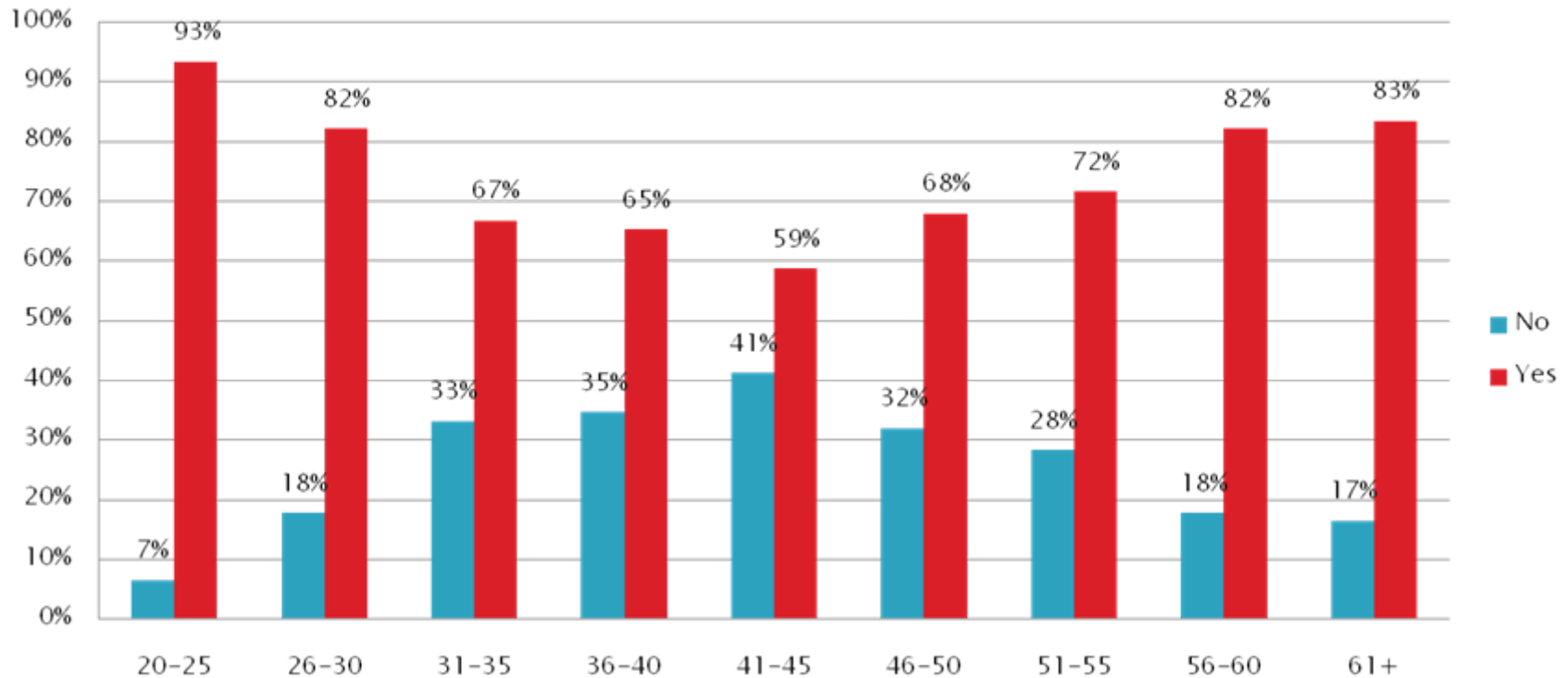
Reason for Becoming an RPN

Top 5 Reasons
Phase I/Phase II Combined
% of survey respondents



First/Second Career

Is Nursing your first career?
by age range

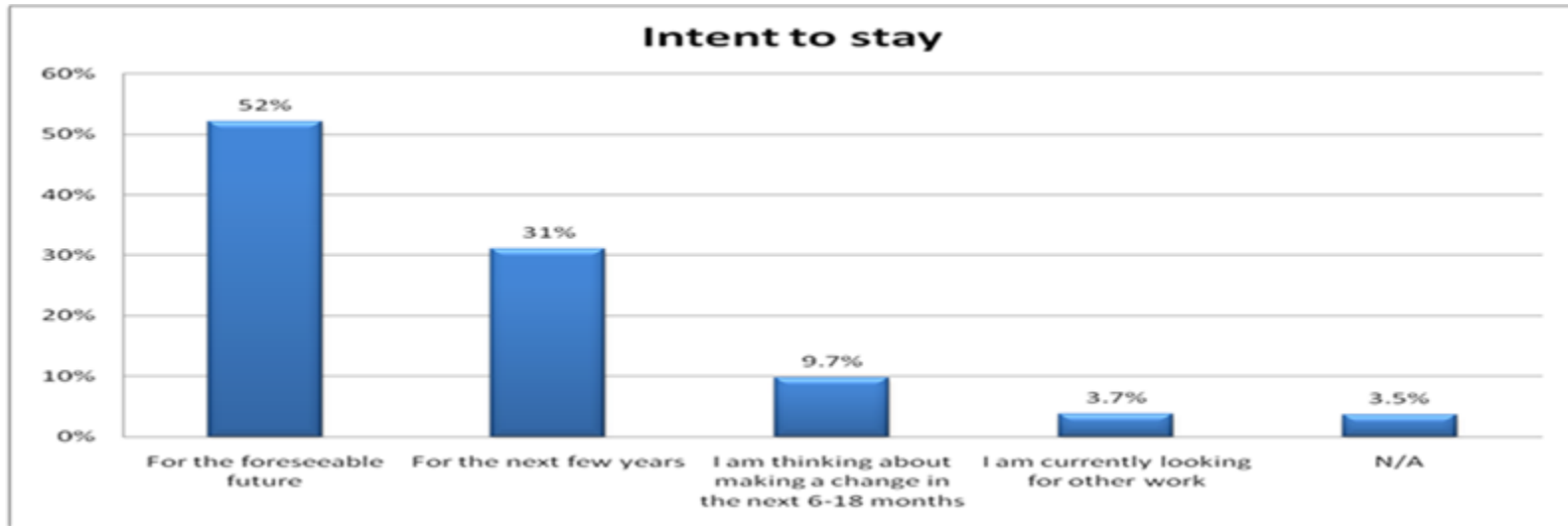


Nursing as a Second Career

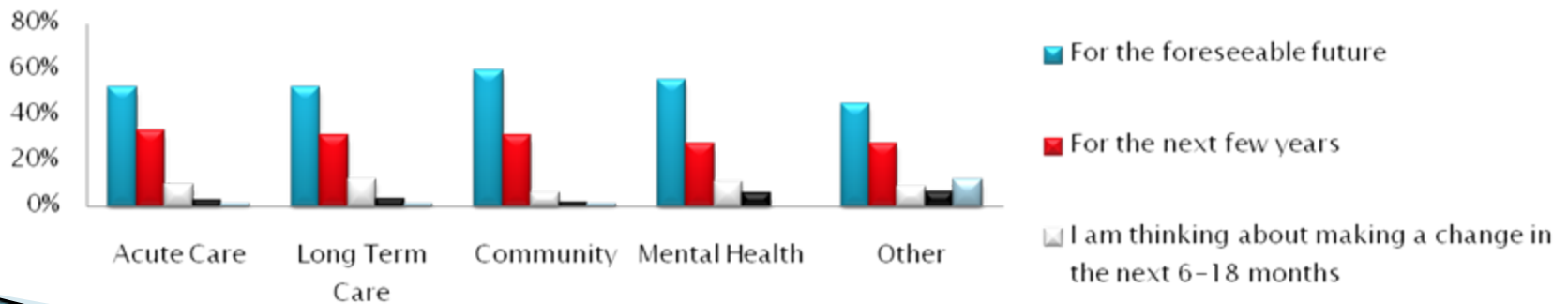
Top Ten First Career Choices

▶ PSW/HCA	44
▶ Administration (clerical, clerk, EA)	39
▶ Accounting	20
▶ Retail	16
▶ Hair Stylist	15
▶ Developmental Service Worker	10
▶ Lab technician, technologist, asst.	10
▶ Factory Worker	10
▶ Early Childhood Education	8
▶ Education	7

Intent to Stay (Overall)

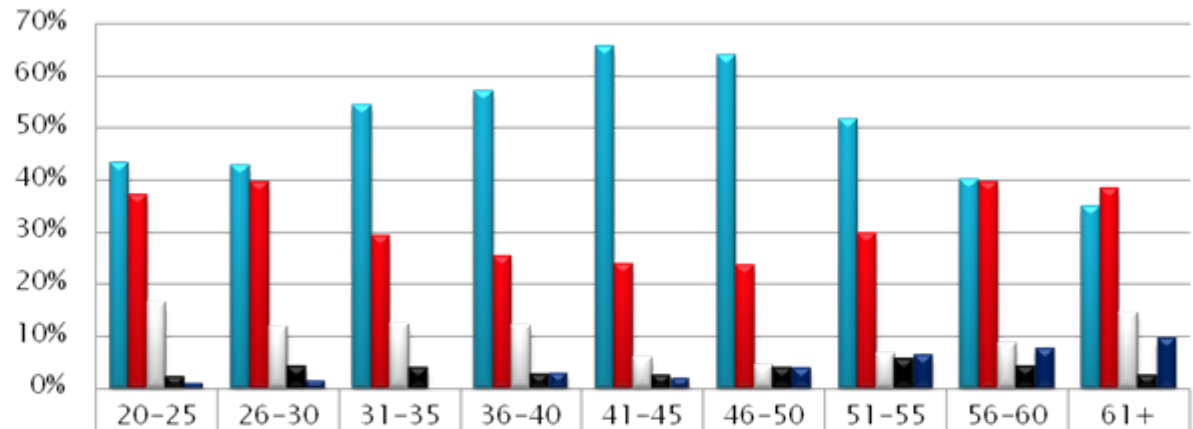


Intent to Stay by Sector



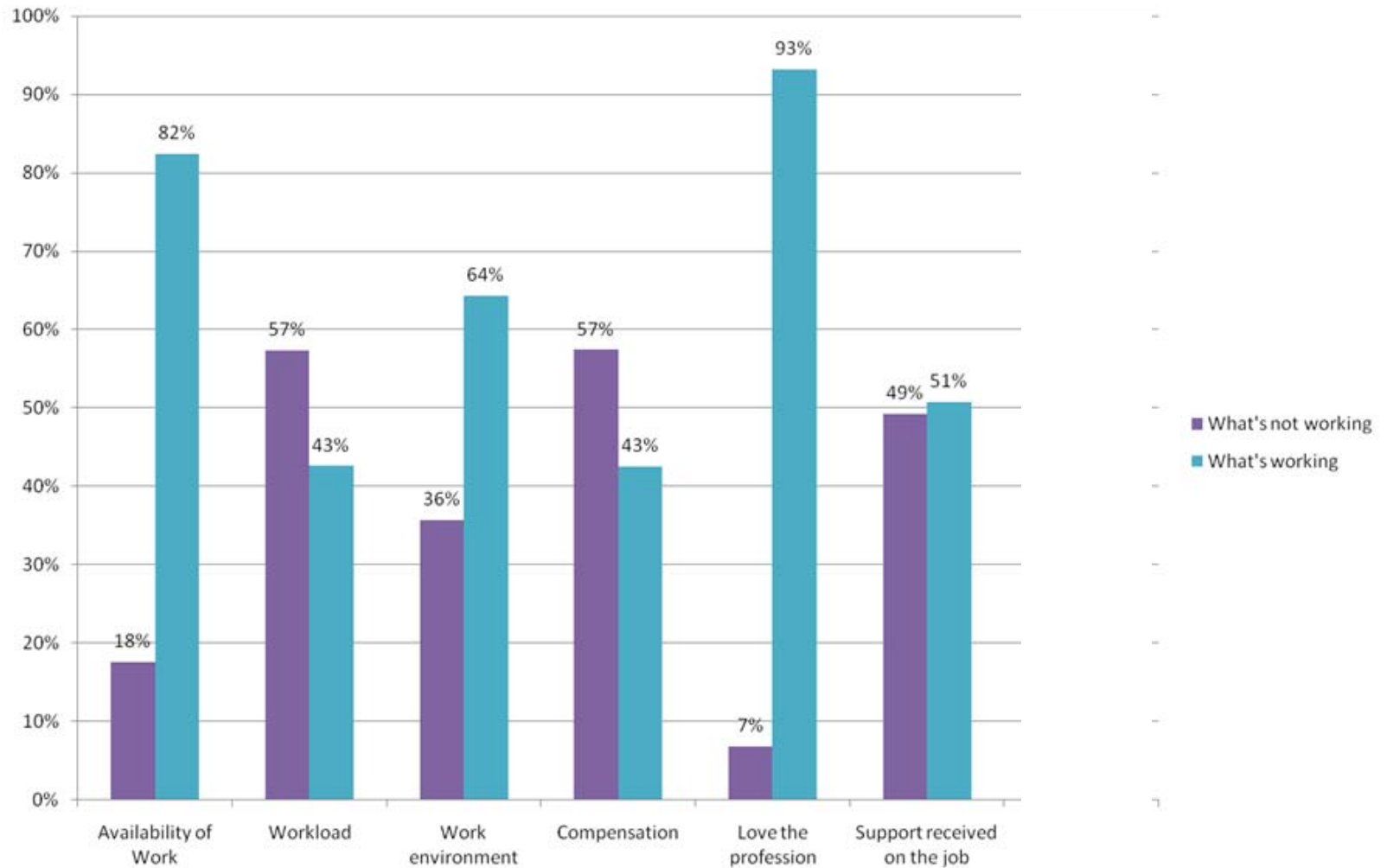
Intent to Stay (By Age Category)

Intent to Stay
by Age Category



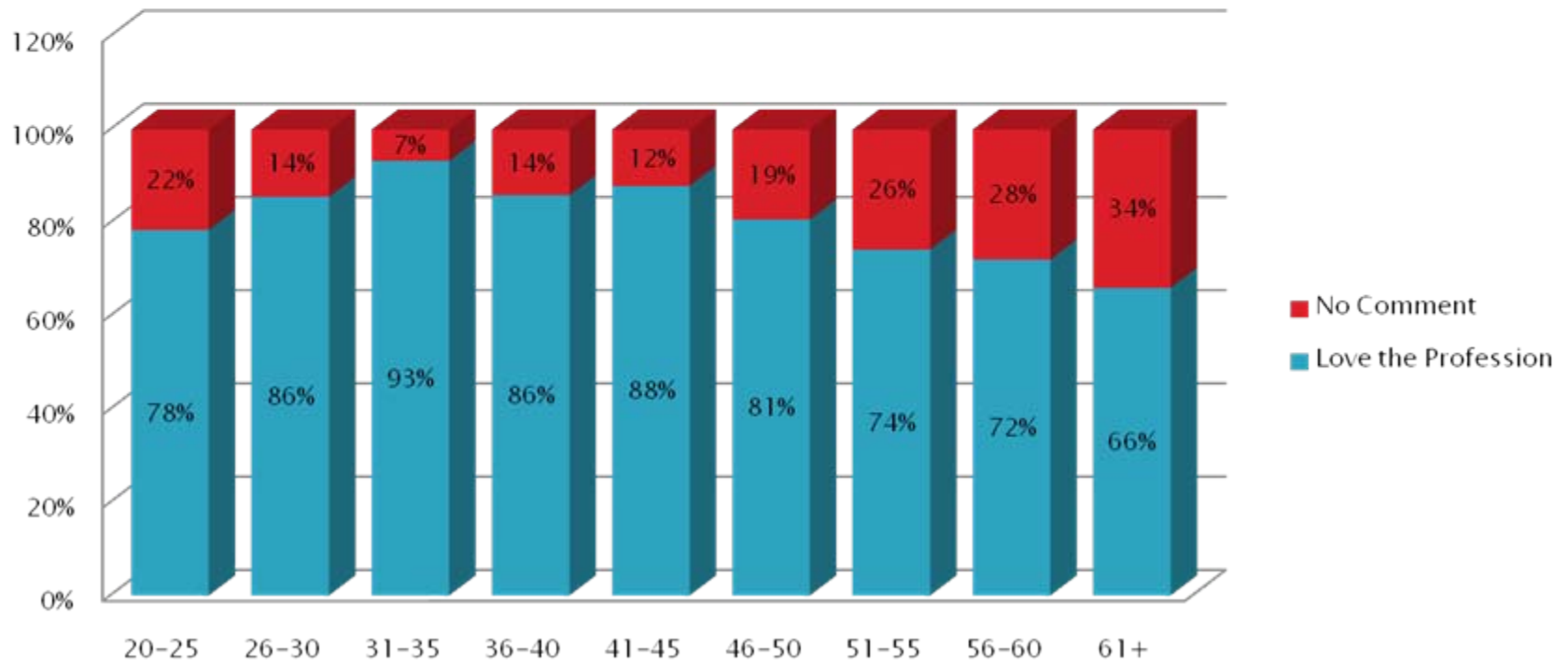
	20-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61+
■ For the foreseeable future	43.4%	42.9%	54.5%	57.1%	65.7%	64%	51.7%	40%	35%
■ For the next few years	37.2%	39.6%	29.3%	25.4%	24%	23.7%	29.7%	39.5%	38.5%
■ I am thinking about making a change in the next 6-18 months	16.4%	11.8%	12.2%	11.9%	5.9%	4.5%	6.7%	8.6%	14.5%
■ I am currently looking for other work	2.2%	4.3%	4.1%	2.6%	2.6%	3.9%	5.6%	4.3%	2.6%
■ N/A	0.9%	1.4%	0%	3%	1.8%	3.9%	6.4%	7.6%	9.4%

Work Situation

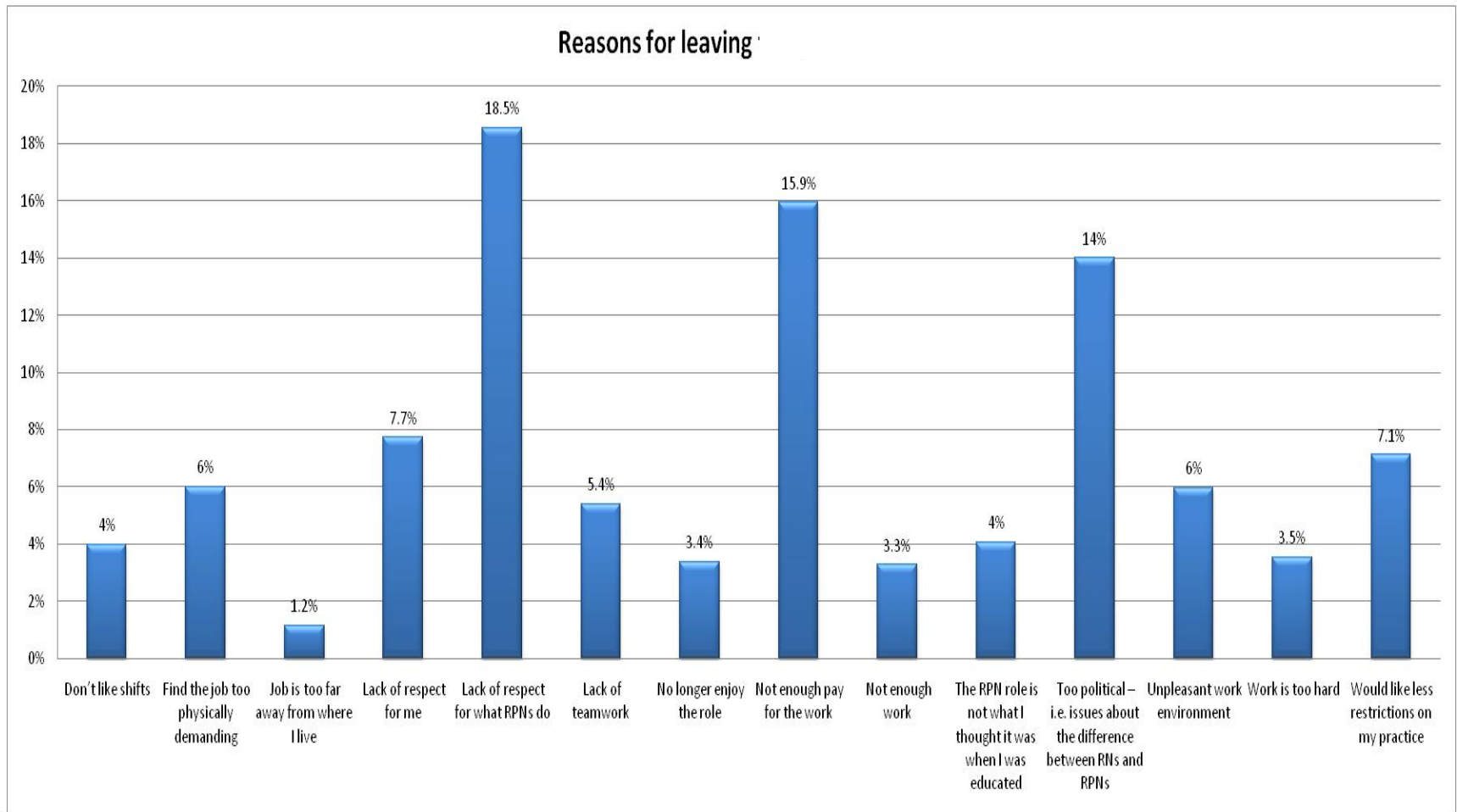


Love the Profession

Love the Profession
% of total survey respondents by age range

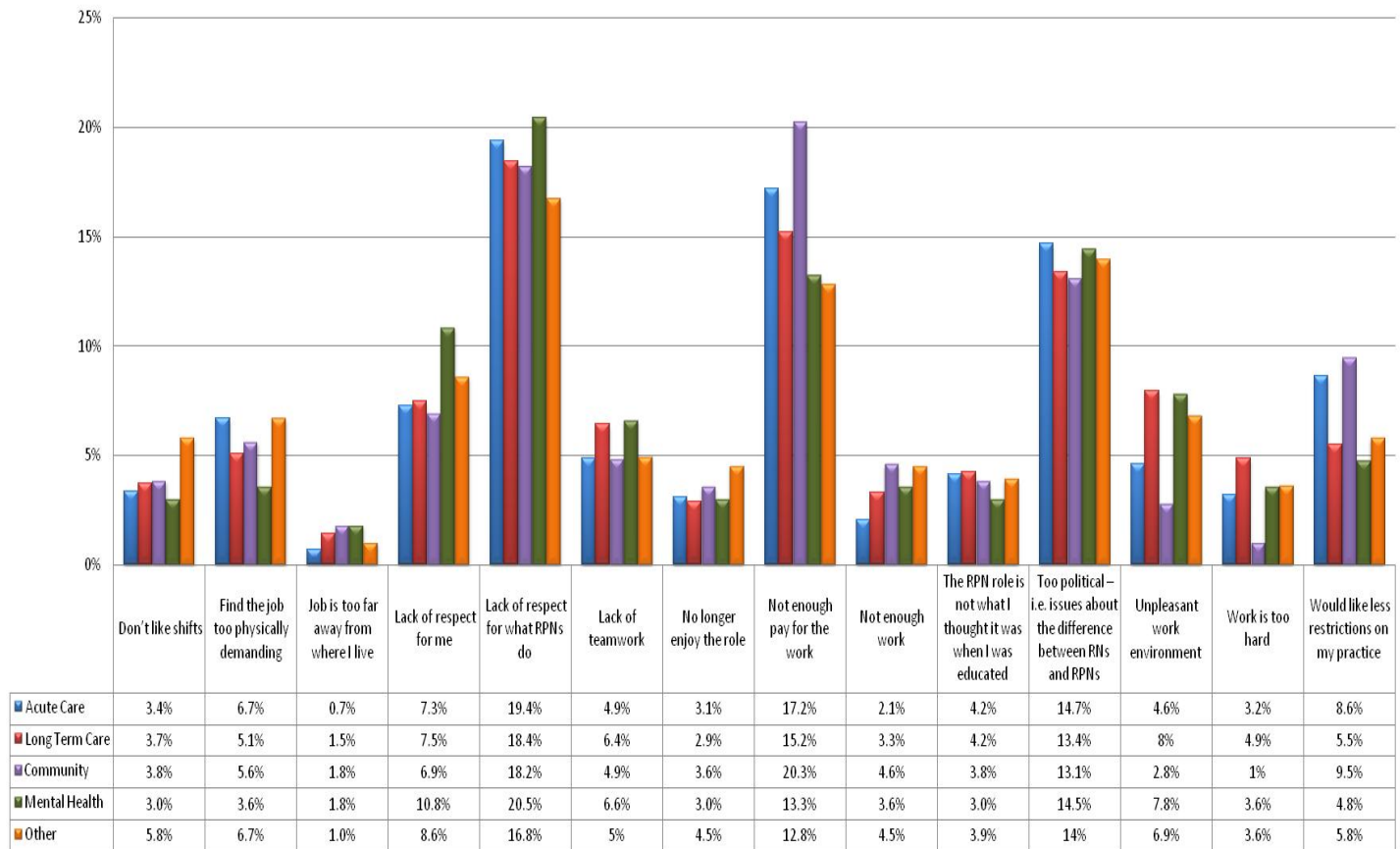


Reasons for Wanting to Leave Practical Nursing (Overall)



Reasons for Wanting to Leave Practical Nursing (By Sector)

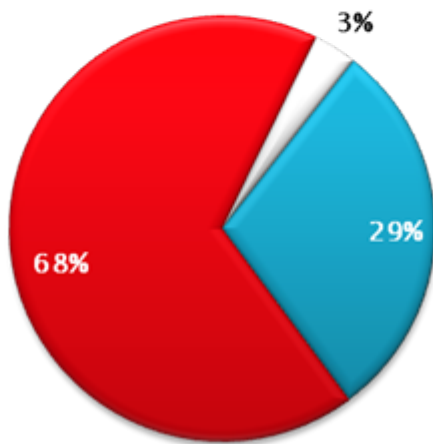
Reasons for Leaving
by Sector



Career Options

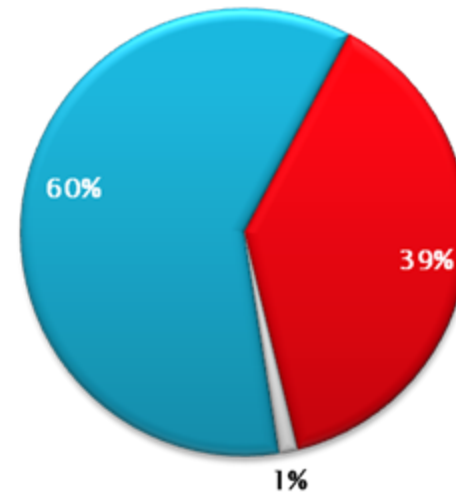
To broaden my career options, I would have to leave the profession

■ Agree ■ Disagree ■ N/A



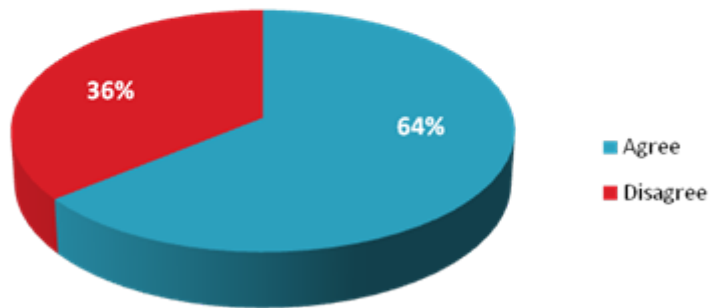
There are a lot of options for broadening my practice as an RPN

■ Agree ■ Disagree ■ N/A

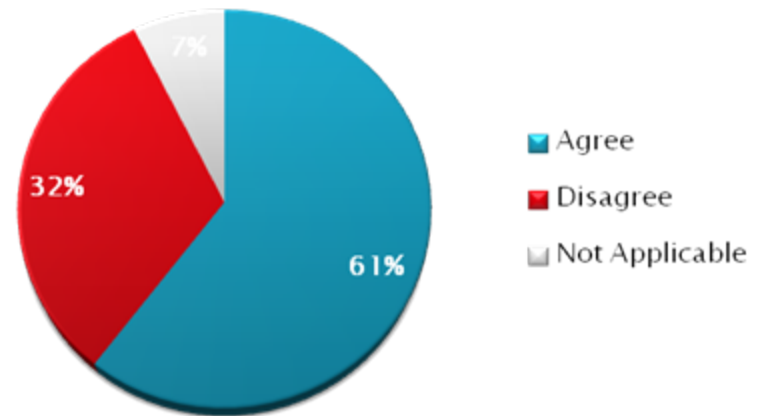


Career Options

I would have to get a BScN or other certification to increase my career options
Phase I

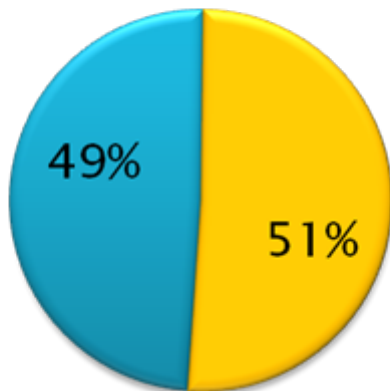


I would have to get a BScN or other certification to increase my career options
Phase II



Willingness to Participate in a Focus Group

■ Agree
 ■ Disagree



Why have Focus Groups?

- Approximately 5,525 discrete comments were given by survey respondents
- This equates to approximately 510 pages of commentary

Focus Group	Phase I	%	Phase II	%2	Total	%
Agree	701	48%	427	51%	1128	49%
Disagree	760	52%	411	49%	1171	51%
Total Respondents	1461		838		2299	

Phase Two Focus Groups

- ▶ 5 Focus Groups were conducted and locations were selected to ensure that urban, rural and remote nursing perspectives were captured
- ▶ n=31

Focus Groups – Results

Barriers to Providing High Quality Care

- ▶ Staffing Levels
- ▶ Workload
- ▶ Scope of Practice
- ▶ Communication
- ▶ Conflict/Workplace Violence
- ▶ Lack of Collaboration

Manager Supports for Engagement/empowerment

- ▶ Felt validated when manager listened
- ▶ Important that the manager is approachable
- ▶ Manager makes resources available that are needed for the work
- ▶ Recognition by manager

Conclusions

- ▶ 93% of RPNs love the profession
 - *“So long as my body is willing and able, I will continue to perform my duties as an LPN/RPN to the best of my abilities. When I am able to bring happiness and contentment and an overall sense of well being to any of my patients, I know then, I have made a difference to at least someone. Even if it’s just a smile!”* (survey comment June 2010)
- ▶ 44.4% are at risk of leaving the profession; 17% in the near future.
- ▶ Key reasons for wanting to leave:
 - Lack of respect for what they do (*co-workers, public, within work environment, leadership*)
 - Not enough pay for the work
 - Too political; issues about the differences between RNs and RPNs (*role ambiguity, inadequate staffing, compensation, knowledge not respected, policy*)

Conclusions con't

- ▶ Barriers to providing High Quality Care
 - Scope of Practice
 - Workload/staffing levels
 - Lack of communication/collaboration
 - Conflict

- ▶ Experiences of workplace violence
 - Patients
 - Families
 - Coworkers

Conclusions con't

- ▶ Engagement and Empowerment
 - RPNs can experience validation and empowerment to make patient centred decisions when there are adequate manager supports (visibility, approachability, and recognition of practical nurses; availability of resources)

Recommendations

- ▶ Develop and articulate well defined and respected roles for all nurses; valued equally
- ▶ Create one cohesive, supportive and respectful culture; emphasize collaboration and communication
- ▶ Ensure adequate staffing; manageable workload
- ▶ Empower RPNs through inclusion in joint decision-making and policy development
- ▶ Ensure violence-free and bullying-free respectful workplace
- ▶ Ensure managers maintain visibility, approachability, and personal contact with RPNs

Phase Three Leader Strategies

- ▶ Findings and recommendations presented at NLN in a Networking Café forum
- ▶ Café Intent – to engage nurse leaders with practical implementation strategies
 - Strengthen collaboration through education
 - Provide leadership/education opportunities
 - Leaders understanding of scope of practice, modeling behaviours

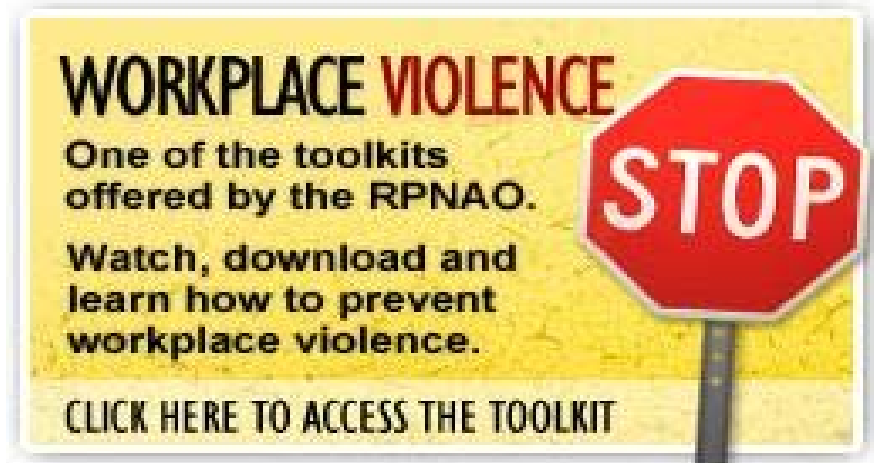
RPNAO Implementation of Actions

Next steps– report to be inclusive of all three phases

- ▶ Disseminating Knowledge of Study and further research.
- ▶ Leadership Clinical Practice Fellowships
- ▶ Educational Opportunities



Implementing Actions



Career Support

- ▶ Development of on line career supports
- ▶ Available Fall 2011

- 7 module self directed eLearning Program with self assessment tools
- Available through www.rpnao.org

Clarity affords focus

Thomas Leonard

Thank you