

Media Backgrounder

Roadmap to Strengthen the Nunavut Nursing Workforce 2021-2026

- The Roadmap will build on and enhance current Department of health practices.
- The Department of Health employs approximately 300 nurses.
- This strategy considers the challenges of a global nursing shortfall of at least 10 million nurses and a national projection that Canada will have a shortage of 60,000 registered nurses in 2022.
- The COVID-19 pandemic has exacerbated the nursing shortage.
- The roadmap was informed by a peer and grey literature review, as well as an
 environmental scan of retention and recruitment strategies used in similar rural,
 remote and isolated regions across Canada and around the globe. Consultations
 were conducted with a number of key groups including Nunavut nurses and nurse
 practitioners (NPs).
- The Roadmap addresses the personal, professional and environmental factors affecting nurse retention and recruitment.

Five-year plan that aims to:

- Increase the retention of Nunavut's nursing workforce;
- Promote and support the recruitment of motivated and skilled nursing professionals for Nunavut's communities;
- Meet the Government of Nunavut's obligations under Article 23 of the Nunavut Land Claims Agreement by recruiting and training Inuit candidates for careers in nursing and other public health professions;
- Employ a representative Inuit nursing workforce in the territorial government; and
- Sustain a competent, sufficient, stable, appropriate and well-supported health workforce

Our mission:

Through collaboration, innovation, and integration of Inuit Qaujimajatuqangit, we will provide excellent healthcare services that empower Nunavummiut to live healthy lives



Strategic Pillar highlights:

Pillar 1 - Workforce Planning and Evaluation:

Strategic priority: Promote a stable nursing workforce.

Strategic initiatives:

- Establish a regular, consistent proactive approach to nursing workforce planning
- Reduce the time to post and fill nursing vacancies and staffing actions
- Assess the appropriateness of existing models of care, nursing roles, and nurse and nurse practitioner staffing levels to meet current and forecasted community population health needs (population size, health status and service delivery).
- Evaluate the effectiveness of the Roadmap.

Pillar 2 - Recruitment:

 Strategic priority: Attract, select and engage highly skilled and motivated nurses and NPs.

Strategic initiatives:

- Enhance nursing recruitment efforts
- Increase the number of Inuit nurses and NPs.
- · Create a welcoming environment for all new nurse and NP hires and agency staff
- Examine HR practices, policies, and resources as it pertains to nurse recruitment and hiring
- Establish competitive nursing salaries and benefits

Pillar 3 - Professional Development

Strategic Priority: Strengthen the capability of the Nunavut nursing workforce

Strategic initiatives:

- Support a culture that values learning and education
- Expect and encourage good performance
- Implement a nurse residency program



Pillar 4 - Professional Practice Environment

Strategic Priority: Create a positive, safe and healthy work place

Strategic initiatives:

- Create flexible work arrangements
- Provide professional resources to support nurses and NPs to work to their optimal scope of practice
- Recognize nursing excellence
- Support new nursing hires

Pillar 5 – Leadership

• Strategic Priority: Support and develop nursing leadership

Strategic Initiatives:

- Develop a nursing leadership strategy
- Identify and develop future nurse/NP leaders
- Support SHPs, Managers and Directors