

# Happy Nursing Week From our Executive Director



Nurses Week is a time for celebration of our profession, and reflection on who we are and what we do. This year, we are proud to celebrate the 19 nurses receiving FRNM/ARNM scholarships, the 15 nurses and 6 teams being recognized with Awards of Excellence on May 14, and the graduates who will receive ARNM Medals of Excellence for clinical care at graduation ceremonies over the coming weeks.

My career has included many job titles, but at the heart of who I am is my identity as a nurse. To me, that means caring: assessing, diagnosing, planning, implementing, and evaluating. This happens with individuals, families, communities, and systems. In all cases, it requires listening—both to what is said, and what is not said. Caring is both an art and a science, shaped by knowledge, skill, and lived experience.

Increasingly, my work at ARNM has focused on advocacy for nurses and for the health system. Our advocacy is directed primarily toward system leaders and decision-makers and is grounded in the day-to-day experiences of our members.

ARNM represents all categories of nurses (RN, NP, RPN, and LPN), as well as students and retired nurses. Our members work across clinical practice, education, leadership, research, policy, and private practice, in both unionized and non-unionized environments, across public, not-for-profit, for-profit, and independent settings.

Last week, I had the opportunity to speak to the Standing Committee on Social and Economic Development regarding three bills that impact the health system by amending the Health System Governance and Accountability Act:

- Bill 26: Eliminating Mandatory Overtime for Nurses
- Bill 27: Principles for Patient Care
- Bill 28: Nurse Patient Ratios

ARNM supports all three bills, with several considerations:

- Eliminating mandatory overtime, reducing reliance on agency staff, and introducing nurse-patient ratios are interconnected initiatives that require coordinated system-level planning, including attention to staffing models, collective agreement interpretation, and funding structures.
- Nurse-patient ratios must reflect the complexity of care and the full team of supports available, including Health Care Aides, clerks, allied health professionals, and system tools.
- Implementation committees for mandatory overtime and nurse-patient ratios must include broad system representation and clear mechanisms for ongoing reporting and feedback.
- Principles of anti-racism and anti-discrimination must be embedded within expectations of respect and dignity for both providers and patients.
- Frontline nursing advocacy efforts should be captured and shared to strengthen system learning and improvement.
- Learnings from critical incidents and system events must be widely shared across the health system—not limited to a single organization.

During Nurses Week, members of the ARNM Board and Advocacy Committee will join me at the Legislature for meetings with elected officials and staff. This will be our third day at the Legislature, and it is becoming an important annual tradition.

Our discussions will focus on three priorities previously outlined in our 2026 Manitoba budget submission:

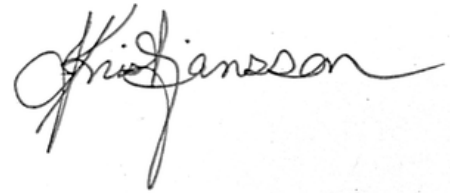
- Recruit nurses by creating a nursing student bursary program
- Retain nurses by supporting full scope of practice and reducing mandatory overtime
- Grow the system by investing in nursing faculty, clinical instructors, clinical placements, and integration of IENs

We invite you to join ARNM in improving the health of Manitobans by strengthening the conditions for nurses—from students, through practice, and into retirement.

To share your thoughts or ideas, contact [info@arnm.ca](mailto:info@arnm.ca).

ARNM remains committed to working with government, service delivery organizations, unions, and regulatory bodies to ensure nurses can continue to support the health of Manitobans while sustaining their own well-being.

**Joyce Kristjansson, RN MBA**

A handwritten signature in black ink that reads "Kristjansson". The signature is fluid and cursive, with the first name "Joyce" being less distinct than the last name.

Executive Director, Association of Regulated Nurses of Manitoba