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HELPING NURSES HELP MANITOBANS

ARNM'S RECOMMENDATIONS





Manitoba is facing a dire healthcare crisis. Although the government has taken steps to address some of the challenges facing our healthcare sector, issues such as staffing shortage, lack of access to care, inequity of services, and unsustainable burnout and mental health challenges being faced by healthcare providers.

Nurses in particular are facing significant challenges. In June 2023, there were almost 3,000 vacant nursing positions across the province, and that number is not expected to improve.

In order to support Manitoba's nurses, we must work together to ensure that the voices of nurses is heard, respected, and heeded as the government takes action to address these challenges.

ARNM is bringing forward the following recommendations:

1. Support nurse retention by consulting with nurses to implement the Nursing Retention Toolkit.
2. Institute a Chief Nursing Officer to ensure that nurses are represented in health-focused decision-making and policy development at the Deputy Minister level.
3. Increase access to primary and preventive care for all Manitobans.

1. Support nurse retention by consulting with nurses to implement the Nursing Retention Toolkit.

Nurses play a pivotal role in delivering healthcare services to Manitobans across our province. To ensure that service delivery is safe and equitable throughout Manitoba, additional nurses must be recruited into the field and the government must work to retain the nurses currently employed. To minimize nurse burnout, there are a myriad of ways in which the government can work with partners within the current system to create a more sustainable environment in which to work.

Nurses have solutions for how to support the healthcare system. Health Canada released the Nursing Retention Toolkit earlier this year. Some Manitoba practices are highlighted, but there are many other possibilities, such as mandated nurse patient ratios and utilization of support staff. One example from ARNM members is to have a \$1000 payment at the end of the nursing senior practicum to allow nurses to pay for their licensing examination, criminal record checks and registration.

ARNM and its members want to work with government and employers to examine the tool kit and develop Manitoba implementation strategies.





2. Institute a Chief Nursing Officer to ensure that nurses are represented in health-focused decision-making and policy development at the Deputy Minister level.

Having nurses' voices consistently present in high-level decision-making and implementation discussions is essential to fostering a strong relationship with Manitoban nurses.

By instituting the role of Chief Nursing Officer (CNO) within the government, the Manitoba government will have a direct liaison with the nursing community that will allow them to understand the on-the-ground experiences and needs of nurses and that will contribute to the decision-making process to ensure effective healthcare policy. Additionally, nurses will see that their knowledge and experience is valued by the government and contributes to the development of new, effective policies. Experience in other jurisdictions, such as Saskatchewan, has shown that having the individual within government minimizes the conflicts between operations and policy development.

Having a nurse involved in every conversation regarding our health care system is essential, and having a dedicated CNO would be a strong step forward in acknowledging this importance.

3. Increase access to primary and preventive care for all Manitobans.

Nurses must be allowed to play an increased role in primary and preventative care. Their knowledge of child development, chronic disease management and patient education equip them to be cost effective members of primary care teams.

RN(AP) (registered nurse (authorized prescriber)) have additional knowledge to prescribe tests and treatments in specified area. Expansion of this role to diabetes management, among other focus areas, would make a significant difference for many Manitobans.

Nurse Practitioners are primary care providers whose knowledge and skills continue to be under-utilized in meeting the needs of Manitobans without consistent access to a primary care provider.





ARNM is the professional association representing licensed practical nurses (LPNs), registered psychiatric nurses (RPNs), nurse practitioners (NPs), registered nurses (RNs), graduate nurses, nursing students and former registered nurses in Manitoba.

We believe in supporting and promoting nursing across all settings – practice, education, research, leadership and policy – for the wellbeing of Manitobans. We believe in doing what’s best for our members and the health of people living in Manitoba. We further believe it is our responsibility to engage and inspire nurses to take pride in their profession and assume leadership in our community. We are champions of diversity, inclusivity, equity, social justice and democracy so we can all work together to create something better.