



# HELPING NURSES HELP MANITOBANS

## OUR RECOMMENDATIONS

MAY 2026



# On The Ground Realities

Nurses are essential to Manitoba's economic and social well-being. A strong nursing workforce improves access to care, supports healthier communities, reduces pressure on emergency departments, and helps ensure that Manitobans can continue to participate in work, school, and community life. When nursing shortages persist, the impacts are felt across the province through longer wait times, delayed care, reduced access to primary care services, and increased strain on the broader health system.

This National Nurses Week, ARNM is urging Manitoba to continue working in partnership with nurses to strengthen health care across the province. Nurses are at the centre of Manitoba's health system, providing primary care, mental health supports, emergency response, chronic disease management, long-term care, public health services, and frontline care in communities across Manitoba. In many communities — particularly rural, northern, and underserved regions — nurses are often the first and most consistent point of access to care.

At the same time, nurses across Manitoba continue to face significant challenges on the ground. Many are working short-staffed shifts, managing increasingly complex patient needs, and caring for more patients with fewer resources. Emergency departments and acute care settings continue to experience capacity pressures, while nurses in long-term care, community care, and mental health settings are facing growing demands. Many nurses report high levels of stress, burnout, and moral distress as they work to provide safe, high-quality care in an overstretched system.

Action is needed to address ongoing workforce pressures and strengthen the future nursing pipeline. Nursing education programs continue to face shortages of qualified educators and limited clinical placement opportunities, restricting their ability to meet growing demand. Financial barriers also continue to affect many nursing students, at a time when Manitoba urgently needs more nurses to enter the profession.

National Nurses Week is an opportunity to recognize the extraordinary contributions nurses make every day, and to take meaningful action to support the profession into the future. ARNM is encouraging the provincial government to focus on three practical priorities that will strengthen the nursing workforce and improve access to care for Manitobans.

# **Nurses' Recommendations**

## **1. Create a Nursing Student Bursary**

Manitoba must continue working to reduce the financial barriers associated with nursing education. Accelerated nursing programs and intensive clinical placement schedules often limit students' ability to maintain employment while completing their studies.

A provincial Nursing Student Bursary would help reduce financial stress for students and support more Manitobans in pursuing a nursing career. Additional support would also help offset the costs associated with entering the profession, including licensing exams, registration fees, liability protection, and criminal record checks.

Reducing financial barriers will help strengthen Manitoba's future nursing workforce and ensure talented students are not discouraged from entering the profession due to economic constraints.

## **2. Enable Nurses to Work to Their Full Scope of Practice**

Nurses are highly educated, regulated professionals with the expertise to deliver a broad range of care across the health-care system. However, many nurses continue to face barriers that prevent them from practicing to the full extent of their education and competencies.

ARNM is calling on the provincial government to continue working collaboratively with nurses and nursing organizations to identify and remove unnecessary barriers to full scope of practice. Enabling nurses to fully utilize their skills and training can improve access to primary and preventative care, reduce wait times, and help address staffing pressures across the health system.

Meaningful engagement with nurses in health-care planning and decision-making will help ensure policies reflect frontline realities and support a more efficient and sustainable system for Manitobans.

### **3. Increase Investments in Nursing Education Capacity**

Expanding Manitoba's nursing workforce requires sustained investment in nursing education and clinical training capacity. While additional nursing seats have been announced in recent years, many institutions continue to face shortages of qualified educators and limited clinical placement opportunities.

ARNM is calling for targeted investments to recruit and retain nursing faculty, clinical instructors, and training staff across Manitoba. Strengthening education capacity will help ensure nursing programs can meet growing enrolment demand while maintaining high-quality training and mentorship for students.

Additional investment would also support internationally educated nurses in meeting provincial licensing requirements and entering Manitoba's workforce more quickly. Supporting nursing education today is essential to building a stable and resilient healthcare workforce for the future.

## **Conclusion**

Nurses are critical to the health, safety, and well-being of Manitobans. National Nurses Week is an opportunity to celebrate the contributions of nurses while also recognizing the need for continued action to strengthen and support the profession.

ARNM is committed to working with government and partners across the health system to advance practical solutions that improve patient care, support nurses, and build a stronger healthcare system for communities across Manitoba.



# **ARNM**

**The Professional Voice  
of Manitoba Nurses**

The Association of Regulated Nurses of Manitoba (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. We believe in doing what’s best for our members and the health of our communities. We support nurses to be empowered health leaders across all settings to advance nursing and advocate for the public they serve. We promote and celebrate excellence in nursing.



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