POLICY EVALUATION/

ECONOMIC STIMULUS TO STABILIZE NURSE EMPLOYMENT

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OUTLINE/

• Issues of workforce stability
• Policy development
• Evaluation framework
• Impact of policy (study results)
• Discussion and Conclusions
WORKFORCE STABILITY/
THE ISSUES

• Precarious employment (private and public sectors)
• Part-time and casual work in nursing workforce
• Inadequate data for health human resource planning
• Workforce stability affected by:
  • economic cycles
  • seasonal variations and
  • growth in demand for healthcare
NURSE SUPPLY/
ONTARIO 1994-2014

Total Registered Nurse Workforce

Count

Year of Practice

Source: College of Nurses of Ontario (CNO) 2014
POLICY/
EVOLUTION OVER TIME

Targeted strategies were developed to
• Increase nurse supply
• Increase full-time employment
• Develop and standardize databases
NURSING STRATEGIES

Nursing Graduate Guarantee (2007-2015)

- Investment in health human resources
- Government subsidized nursing positions
- Positions were 6 month temporary supernumerary full-time
- Available to all new graduates and healthcare employers
POLICY EVALUATION
FRAMEWORK

Policy goals
• Full-time employment
• Retention
• Transition to work

Policy Components
• Incentive funds (mean salary per NGG position=$30,000)
• Employment portal - Nurses’ Career Start Gateway
Nursing Graduate Guarantee Initiative for New Graduate Nurses Educated in Canada

The Nursing Graduate Guarantee Initiative is designed to support Canadian New Graduate Nurses (Registered Nurses and Registered Practical Nurses) by providing them with a full-time job opportunity.

Eligibility and Participation Guidelines for Nurses

Interested New Graduate Nurses need to ensure they are eligible to participate in the Nursing Graduate Guarantee Initiative.

Am I eligible to participate?
Participation in the Nursing Graduate Guarantee is open to all Canadian New Graduate Nurses.

How do I participate?
Register and apply for positions with organizations through the new HealthForceOntario Nurses’ Career Start Gateway.

Sign up for Nursing Graduate Guarantee

Helpful Resources

- Nursing Graduate Guarantee Guidelines
- Frequently asked questions
- Career Assistance for New Graduate Nurses
- Health Care Sector Profiles

For more information about the Nursing Graduate Guarantee Initiative:
POLICY EVALUATION FRAMEWORK/

Outcomes
• Full-time ↑
• Retention ↑
• Ease of transition ↑

Impact
• Stabilized nursing workforce
• Increased quality of care
• Safe practice among nurses
• High performing teams
EVALUATING POLICY EFFECTIVENESS

Cross-sectional survey design
• Policy Impact on Nurse Employment and Practice (PINEP)
  • 164 item web-based survey

Inclusion Criteria
• Nurses who graduate between 2007 and 2012 and
• Registered on the employment portal

Two comparison groups
• Nurses who participated in the NGG
• Nurses who did not participate in the NGG
EVALUATING POLICY EFFECTIVENESS

Outcome Variables

• Full-time employment
  *Current employment status: full-time, part-time casual*

• Organizational retention
  “Are you currently employed in the same organization as your initial nursing position?”

• Perceptions of clinical proficiency
  *10 item question rating perceptions of current clinical practice; Five point Likert scale (1=strongly disagree to 5=strongly agree)*
  *Examples:*
  “I feel that I can handle the clinical demands in the workplace,”
  “I feel that I have sufficient knowledge to consistently provide safe nursing care”
  “I am confident in making clinical decisions about the care that is needed for my patients.”
RESULTS/
WAS THE POLICY EFFECTIVE?

NGG Survey Respondents were

• 1.5 times more likely to be employed full-time
• 2.3 times more likely to be retained

Perceptions of Clinical Proficiency

• NGG survey respondents rated higher on 7 out of 10 items
  1. I feel that I can handle the clinical demands in the workplace.
  2. I feel that I have sufficient knowledge to consistently provide safe nursing care.
  3. I am confident in making clinical decisions about the care that is needed for my patients.
  4. I am able to handle emergency situations.
  5. Few situations arise that I cannot solve by using my knowledge and experience.
  6. I frequently take on the role of being a preceptor/mentor for students.
  7. My role is respected on the healthcare team regarding patient care needs.
DISCUSSION/ CONCLUSIONS

Government stimulus was effective:
- Increase full-time employment
- Increase nurse retention
- Successful transition to work

Impact of policy
- Continuity of care
- Quality patient care
- Safe patient care
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