



70% FT Nursing Local Health Integration Network (LHINs) Initiative

In 2006, the percentage of RNs working full-time in Canada was 56%, while the percentage of RNs working full-time in Ontario was 62% (CIHI, 2006a). This shows the effectiveness of the Ministry's initiative in moving toward the recommended 70% full-time nurse employment target.

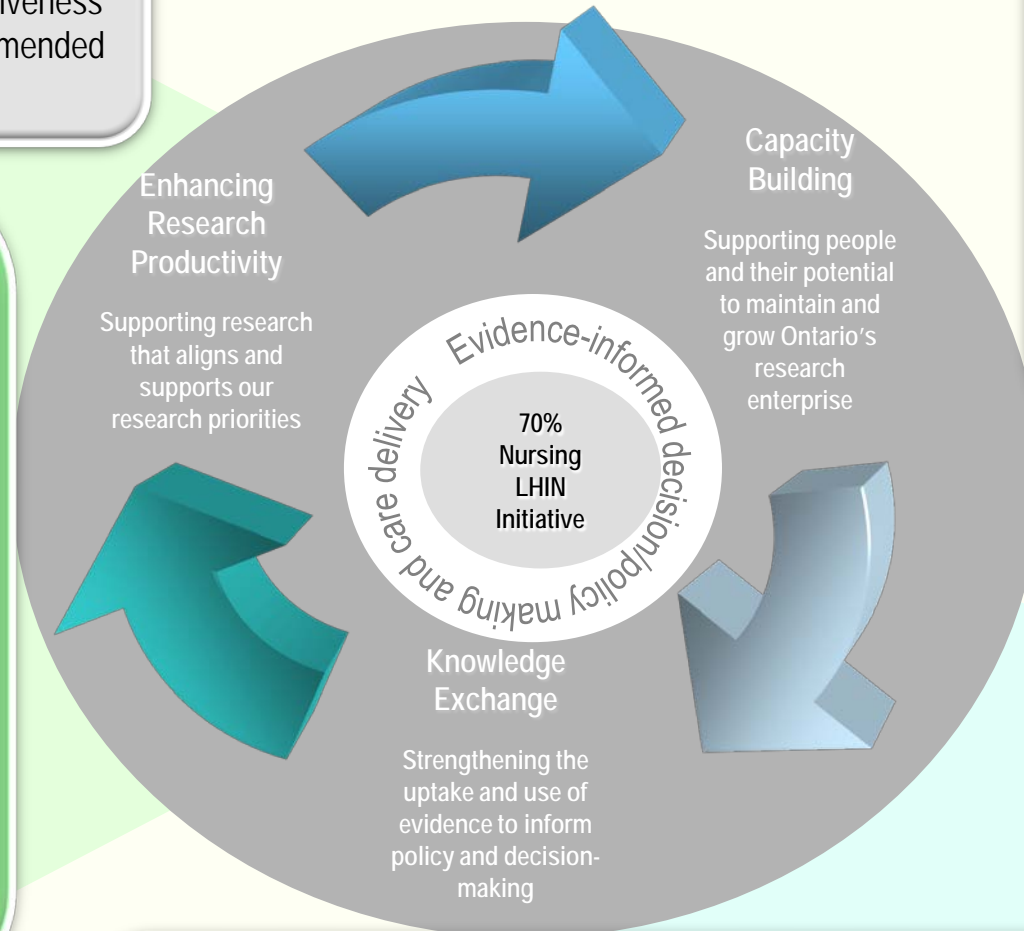
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“Organizations faced unique challenges related to their size, geographic location and employment sector. Smaller organizations in rural areas had difficulty recruiting nurses because they were not able to offer full-time positions. In larger organizations, more opportunity for full-time employment existed because of higher turnover rates and greater numbers of nurses looking for work.”
Dr. Andrea Baumann, Co-director, Nursing Health Services Research Unit (McMaster site)

70% Full-time Nursing LHIN Engagement Initiative

Examines the MOHLTC priority theme of a 70% full-time commitment via an analysis of nurse employment in 4 collaborating LHINs in Ontario: Hamilton Niagara Haldimand Brant, Central West, South East and South West

- Overall, LHIN full-time nurse employment averages are good & they are high compared to the national average (CNO, 2008). But in examining individual organizations, these ratios drop.
- Given the limitations of some organizations in reaching the 70% target & nurse preferences for part-time work, it may be more realistic to focus on achieving a 70% average by sector, rather than by organization within each LHIN



Ideal Ratio 70:30

- Since 2000, the MOHLTC has introduced strategies to attain a higher ratio of full-time nurses
- Specifically, a 70:30 full-time to part-time ratio was identified as the goal in as many organizations as possible

Strategies for Policy

- Shared LHIN resources to assist with applications, templates and structures
- Interactive website/portal for all available monies, grants, initiatives
- Communications strategy i.e. e-mail alerts for notification of RFP's
- More feedback from funders (transparency)

Made-in-LHIN Solution

- Strategies identified by organizations were used as a starting point for the creation of a nursing health human resource planning strategy geared toward meeting the local needs of the 4 participating LHINs. A tool-kit was developed providing province-wide strategies that represent a made-in-LHINs solution. These strategies include:
 - Cross-training nurses to work in multiple units within one organization
 - Combining two part-time positions into one full-time line (in larger hospitals)
 - Offering nurses the opportunity to work in a specialty area (e.g., surgery) across a number of sites (in smaller hospitals)
 - Job sharing and creating modified full-time positions for older nurses

Changing Demands

- Many organizations have concerns about reaching the 70% full-time ratio
- There may be a need for smaller organizations to maintain lower full-time to part-time ratios to meet changing demands