

Nursing Health Services Research Unit

a collaborative project of
the University of Toronto
Lawrence Bloomberg
Faculty of Nursing and
McMaster University
School of Nursing

Our mission is to develop,
conduct and disseminate
research that focuses on:

- design
- management
- utilization
- outcomes
- provision
...of nursing.

Lawrence Bloomberg Faculty
of Nursing, University of
Toronto
155 College St, Suite 130
Toronto, Ontario, Canada
M5T 1P8
Tel: (416) 978-1966
Fax: (416) 946-7142

McMaster University
Faculty of Health Sciences
Michael G. DeGroot Centre
for Learning and Discovery,
MDCL 3500
1200 Main St. W.
Hamilton, Ontario, Canada
L8N 3Z5
Tel: (905) 525-9140 x22581
Fax: (905) 522-5493

funded by the
**Ontario Ministry of Health &
Long-Term Care**
2004-2009



www.nhsru.com

This research has been generously
funded by a grant from the
Government of Ontario. The views
expressed do not necessarily reflect
those of the Government of Ontario.



LATE CAREER NURSE FUNDING INITIATIVE. PHASE 2: IMPACT EVALUATION

Fact Sheet IV of IV. Key Findings & Recommendations

This fact sheet (IV of IV) is part of a series which presents selected content from 2 reports produced for the Ontario Ministry of Health and Long Term Care (MOHLTC) entitled, *Stretching to Success: Results of the Phase 1 Process Evaluation and Results of the Phase 2 Impact Evaluation*. The full reports are available on line at www.nhsru.com.

The above reports highlight feedback and the results of a process evaluation (Time 1) and an impact evaluation (Time 2) of the *Late Career Nurse Funding Initiative (LCNI)* which were conducted between March 2005 and March 2007.

LATE CAREER NURSE INITIATIVE SUMMARY

- Overall the initiative was viewed by nurse participants and their employing organizations as a positive experience
- Engaging in the LCNI offered nurses working in both rural and urban Ontario the opportunity to enhance their job satisfaction, the quality of their work life and possibly extend their working years in the nursing profession
- Both individual nurses and organizations expressed hope that the initiative would continue on a long term basis enabling organizations and nurses to benefit further

POLICY RECOMMENDATIONS

1. Provide stable annual funding for the program
2. Increase the percentage of FTE time protected for participants in the program (i.e., >0.2FTE)
3. Lower LCNI eligibility to age 50 years to allow nurses to benefit from the decreased physical work earlier in their careers
4. Consider increasing the duration of the LCNI (i.e., 6 months versus 3 months)

PROCESS RECOMMENDATIONS

1. Consider funding organizations on an annual basis for the LCNI (i.e., April 1 to March 31) with proposal submission in the fall prior to the funds being granted to organizations
2. Simplify the processes for proposal submission to the MOHLTC
3. The MOHLTC could encourage organizations to monitor the LCNI impact through indicators/outcomes such as sick time and retention for LCNs

For further information, see the other fact sheets in this series or refer to the full report available on the NHSRU website www.nhsru.com.

Prepared by: Sue Bookey-Bassett & Julie Hiroz
July, 2007

References available upon request