

# Nursing Health Services Research Unit

a collaborative project of  
The University of Toronto  
Lawrence S. 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 S. 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. DeGroote 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](http://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.



## SECTOR SPECIFIC COMPONENTS THAT CONTRIBUTE TO POSITIVE WORK ENVIRONMENTS AND JOB SATISFACTION FOR NURSES (SSC)

### Fact Sheet I of II

This fact sheet (I of II) is part of a series which presents selected content from a report produced for the Ontario Ministry of Health & Long Term Care (MOHLTC) entitled *Sector Specific Components that Contribute to Positive Work Environments & Job Satisfaction For Nurses (SSC)*. The full report is available on line at [www.nhsru.com](http://www.nhsru.com).

### BACKGROUND

In November 2007, the MOHLTC asked the Nursing Health Services Research Unit (University of Toronto site), to conduct a study to explore the factors that contribute to job satisfaction for nurses working outside of the acute care (hospital) sector.

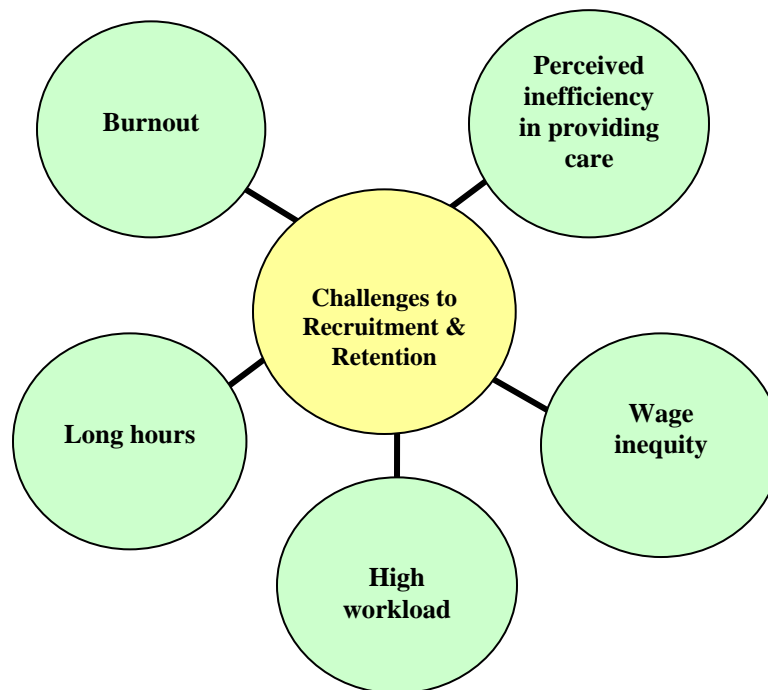
### CONTEXT



**Most data examines the link in the acute care (hospital) sector**

- Few studies have examined the link in other employment sectors such as public health, long-term care, & home care.
- Healthy Work Environments support the recruitment & retention of nurses.
- A better understanding of the sector specific components that contribute to positive work environments to retain & recruit nurses is required.

### STUDY FINDINGS



**Challenges to recruiting nurses outside of acute care will affect the continuum of patient care & support in the near future.**

- Results suggest that if recruitment and retention challenges are not addressed before the community sector nurses start retiring over the next 10 years, Ontario may be unable to meet the needs of clients in the community sector (i.e. public health, long-term care, & home care).
- With fewer nurses in the community, patient's not requiring hospitalization may have difficulty accessing & receiving nursing care at home.
- In turn, losses in service in community care may result in system back-ups in acute care, since patients who could be treated in their homes will not be discharged.

## **RECOMMENDATIONS**

The following recommendations were made to the Ontario MOHLTC based on the study findings:

- 1. Review current competitive bidding processes & organization of home care services.**
- 2. Reconsider establishing “Nursing as a Career Campaign” to increase marketing of nursing as viable & exciting career option. Market to high schools.**
- 3. Increase exposure of nursing students to various sectors of employment as part of the undergraduate nursing curricula.**
- 4. Establish a system to decrease the pay inequity between acute & other sectors of nursing.**
- 5. Establish a system for determining appropriate/manageable nurse workload in community nursing sectors (public health, long-term care, home care).**
- 6. Fund further research to increase the understanding of the specific work environment concerns & job satisfaction for nurses working in home care, public health, community care access centers, long-term care, & other areas where nurses are employed (e.g., corrections, mental health, physician offices & walk-in clinics).**

**See fact sheet II of this series for study methods and a discussion of the study findings**