



## Nursing Health Services Research Unit (NHSRU)

### Nursing Research Bulletin

February 2005

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#### E-News

NHSRU's e-newsletter is published twice a year and is available on the NHSRU website or by subscription. If you would like to subscribe/unsubscribe please send us an e-mail [nhsru@mcmaster.ca](mailto:nhsru@mcmaster.ca). If your e-mail address is changing, please let us know.

#### Under The Microscope (Highlights News & New Research)

##### New Funding Announced

We are pleased to report that The Ministry of Health and Long term Care has awarded funding to the Unit for a further 5 years, from June 2004 – June 2009. This new five year mandate will support research in a number of important areas at both the University of Toronto and McMaster sites. In keeping with the trends in the health care system, and our expanded research agenda, we have changed our name to the Nursing Health Services Research Unit (NHSRU).

##### Sector Study Research Completed

"Building the Future is the first national study of Registered/Licensed Practical Nurses, Registered Nurses and Registered Psychiatric Nurses that is both endorsed and led by all of the nursing stakeholder groups in Canada. Under the direction of Linda O'Brien-Pallas, the University of Toronto site, and its co-investigators, the project goal was to create a long-term strategy to ensure an adequate supply of skilled and knowledgeable nurses, to meet the health care needs of all Canadians".

The Ministry of Health and Long-Term Care has awarded full or partial funding to the NHSRU for the following research areas/projects:

1. Under-served Communities – McMaster site lead
2. Nurse-physician Relationships – U of T site lead
3. Current Work Opportunities for New Graduates – McMaster site lead
4. Late Career Strategy for Nurses – U of T site lead

**Jane Underwood for "Community Nursing Capacity: how much, where is it and what do they do?"**

**Andrea Baumann for "What are the facts? Graduating nursing students: Their demographics, employment plans & preferences and The New Healthcare Worker: The implications of changing employment patterns in rural and community hospital"**

**Jennifer Blythe for "Maximizing Brain Gain in Health Care: evaluating the potential of internationally-educated nurses currently resident in Ontario".**

**"Work Environment Success Factors For Recruitment And Retention"** O'Brien-Pallas, Tomblin Murphy, McGillis Hall et al.

**"An Understanding Of Canadian-Trained Nurses In The US"** McGillis Hall, Pink, Jones & Leatt

**"Expanded Program Of The Nursing Task Force - Human Health Resource Modelling Study"** funded by the MOHLTC has been re-submitted under the new title **"Health Human Resource Planning: An Examination Of Relationships Among Nursing Service Utilization, And Estimate Of Population Health, And Overall Health Outcomes In The Long-Term Care And Community Sectors In The Province Of Ontario"** Tomblin Murphy, O'Brien-Pallas, et al.

Research supported by other funders:

**"Understanding The Costs And Outcomes Of Nurses' Turnover In Canadian Hospitals"**. O'Brien-Pallas, Tomblin Murphy, Shamian et al.

**"Health Human Resources Modelling: Challenging The Past, Creating The Future"** O'Brien-Pallas, Tomblin Murphy, Birch et al.

## New Publications

### NHSRU Publications

The following publications are available to download directly from our website ([www.nhsru.com](http://www.nhsru.com)).

### Annual Report

Our annual report provides an overview of our activities over the past five years.

NHSRU's Final Report 1999-2004 (Annual Report 2003/2004)

### Fact Sheets

Our fact sheet program remains a popular service, and they are easily accessible through our web site!

1. Casualization and SARS (Severe Acute Respiratory Syndrome): Implications for Human Resource Policies
2. Stress and Coping among Nurses who Help Patients Manage Chronic Pain
3. Evidence-Based Standards for Measuring Nurse Staffing & Performance

### Working Papers

Baumann, A., Bonner, S., & Underwood, J. (2004). A Chronological Review of Legislation, Policies, and Publications of Concern to Ontario's Nurses 1996-2003. Nursing Research Utilization and Outcomes Research Unit, University of Toronto & McMaster University, Working Paper Series, 04-01

### Reports

## Evidence Based Standards for Measuring Nurse Staffing and Performance

## Educated and Underemployed: The Paradox for Nursing Graduands

### Other Publications

#### Journal Articles

1. Cameron, S.J., Armstrong-Stassen, M., Bergeron, S., & Out, J. (2004). Recruitment and retention of nurses: Challenges facing hospital and community employers. *Canadian Journal of Nursing Leadership*, 17, 79-92.
2. O'Brien-Pallas, L., Shamian, J., Thomson, D., Alksnis, C., Koehoorn, M., Kerr, M., & Bruce, S. (2004). Work-related disability in Canadian nurses. *Journal of Nursing Scholarship*, 36(4), 352-357.  
<http://www.blackwell-synergy.com/links/toc/jnu/36/4>

### What's New

Welcome to **Irene Koutsoukis!**

**Irene** is a master's of nursing student at Laurentian University, and a student enrolled in the Ontario Training Centre. Irene is doing a research practicum at the NHSRU U of T site, under the auspices of Linda's O'Brien-Pallas' National Chair in Nursing Health Human Resources

### On The Road (presentations, seminars, workshops)

#### NHSRU McMaster Site

##### Roundtable on Homelessness, March 7.

Dyanne Symogas and Helen Thomas presented at this invitational policy workshop.

#### NHSRU U of T Site

##### Global Nursing Review (Geneva) March 14-18.

Linda O'Brien-Pallas traveled to Geneva in mid-March to participate in a high level consultation related to the ICN-led project, Global Nursing Review Initiative: Policy Options and Solutions. The project aims to clarify the extent of the global nursing shortage; provide an analysis of key nursing workforce issues globally; identify priorities for policy intervention; and develop recommendations to address issues.

##### CHSRF: Regional Knowledge Brokering Workshop for the Ontario Nursing Community March 21/22(Kingston) & March 23/24(London).

Karen Mak, a Research Officer at the U of T site was asked by CHSRF to participate as a member of the planning committee for these events. Karen will be attending the event in London along with 3 other members of the NHSRU U of T site: Laureen Hayes, Post-Doctoral fellow; Barb Mildon, Research Associate for the CHSRF/CIHR Chair, Nursing Health Human Resources; and Julie Hiroz, Knowledge Broker.

##### Nursing Leadership Network of Ontario (NLN.ON) Annual Conference (Toronto) March 31- April 1.

This conference is a highlight of the year for nurses in a variety of roles. Linda O'Brien-Pallas and Raquel Meyer will present the work of the research team on Evidence-Based Staffing and Raquel's poster, The Next Leadership Frontier: Work, Span & Context of Nurse Managers, authors: Raquel Meyer & Linda O'Brien-Pallas, will be displayed.

## Your Turn

(An opportunity to share nursing research information and announcements with other readers)

## We'd Like To Hear From You

Do you have a topic for us? Write to [julie.hiroz@utoronto.ca](mailto:julie.hiroz@utoronto.ca) (Julie Hiroz/Knowledge Broker, U of T site) or [noonant@mcmaster.ca](mailto:noonant@mcmaster.ca) (Theresa Noonan/Knowledge Broker, McMaster site)