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Canada West Health Leaders
CONFERENCE

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Synergies in action: The power of collaboration

Three strategies for front- line leaders to retain late-career nurses

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CANADIAN COLLEGE OF
HEALTH LEADERS



COLLÈGE CANADIEN DES
LEADERS EN SANTÉ

Nurses and
midwives represent
more than half of
the health
workforce shortage

(WHO, 2022)

Retirement
represents a
significant risk to
healthcare systems
with a loss of
workers, knowledge
& skills

(CIHI, 2024; Slusser et al., 2022; WHO, 2020)

One in six will
retire in less
than 10 years

(WHO, 2020)

Late-career nurses: Expertise, guidance to new grads, IENs



Reasons for leaving the workforce: not just retirement!



Challenges in scheduling



Lack of professional training and growth



Workplace conditions






I want to be involved in planning my own future

I need more flexibility in my schedule

and
Ways
ng

Promote nurse autonomy and flexibility in scheduling and career progression.

- Flexible Work Design
- Scheduling Systems
- Workplace Resources and Amenities




I want to be involved in the wellbeing and effectiveness of my team

I need space and time that lets me recuperate and tells me I am valued

Safe Staffing Practices

Support physically safe and psychologically brave workplaces by implementing staffing practices (e.g., nurse-patient ratios) that reflect factors like patient acuity, nurse experience, and work-life balance.

- Clinical Supports
- Safe Staffing Framework and Tools



I want to be involved in defining and supporting roles to mentor others

Reduced Administrative Burden

Free up nurses to focus on the tasks and care that they are uniquely skilled to provide.

- Work Re-design
- Digital Preparedness
- Documentation Requirements



Active involvement of frontline leaders is **the key** to continued engagement of nurses

Engage Others



Foster development of others

They support and challenge others to achieve professional and personal goals.

Contribute to the creation of healthy organizations

They create engaging environments where others have meaningful opportunities to contribute and ensure that resource are available to fulfill their expected responsibilities.

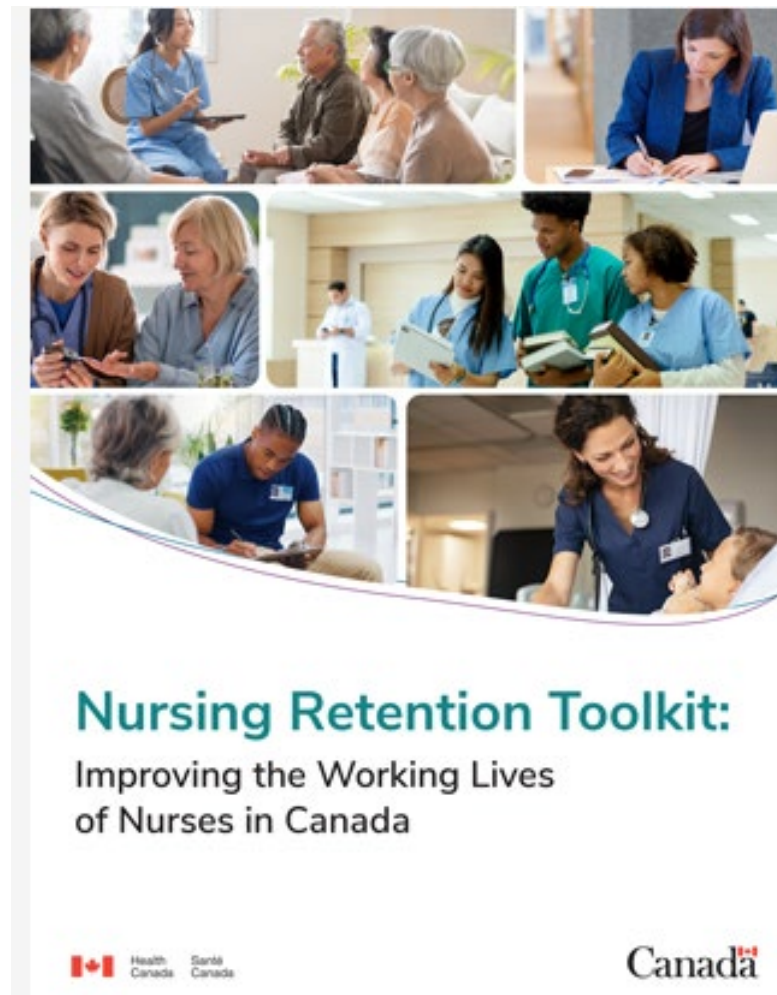
Communicate effectively

They listen well and encourage open exchange of Information and Ideas using appropriate communication media.

Build teams

They facilitate environments of collaboration and cooperation to achieve results.

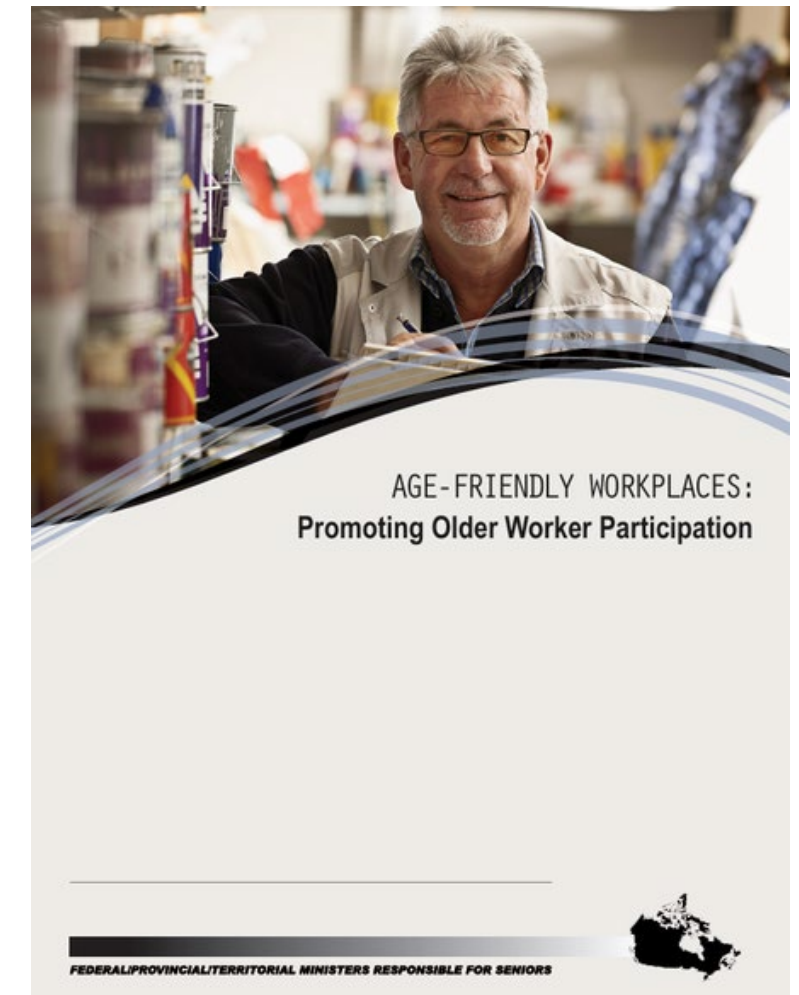
Resources to help you in conversations



<https://www.canada.ca/en/health-canada/services/health-care-system/health-human-resources/nursing-retention-toolkit-improving-working-lives-nurses.html>



<https://cchl-ccls.ca/pld-leads/the-leads-framework/>



<https://www.canada.ca/en/employment-social-development/corporate/seniors-forum-federal-provincial-territorial/older-worker-participation.html>

Thank you!

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