

ONA Provincial Professional Practice Teleconnect

Key Messages from June 20, 2011

Topic: Using Supportive Research to Combat the Displacement of Registered Nurses

Highlights of Presentation

ONA's Professional Practice Specialists presented a synopsis of the supportive research in the area of displacement of registered nurses (RNs). The document presented is attached and can also be found on the ONA website (see "Teleconnects" under the Professional Practice section).

This document is based on research presented to the Sault Area Hospital Independent Assessment Committee (IAC) in February 2011 that dealt with the displacement of RNs on a renal dialysis unit. It has been updated to include some recently received studies discussing and demonstrating the association between RN staffing and improved patient outcomes.

The "Synopsis of Supporting Research" will be a living document, i.e. will be continuously updated as additional research studies are received. Where possible, we have provided links to the actual research studies/position papers for members who wish to read the entire article. If no link is provided, then the article is only available from a journal; to obtain the actual article, please contact Vicki White in ONA's Library at vickiw@ona.org.

How the Research Can be Used

This research can be presented for discussion at Labour-Management (e.g. Hospital-Association Committee) meetings and other meetings with your members and your employer's leadership where appropriate. It will be of particular relevance during discussions regarding proposed changes to staff skill mix. This research is also helpful in identifying and understanding what kind of data and information our members need to document (e.g. adverse patient outcomes, transfer of accountability, etc) when addressing workload and professional practise concerns.

Also please note, there is a useful reference materials list at the end of the synopsis document, including the *ONA Tip Sheet Combating the Displacement of Registered Nurses* and the *ONA Guide to Job Security and Protecting Professionalism*.

Teleconnect Questions and Discussion

It was clarified that Study #3 is in relation to the use of Licensed Practical Nurses (LPNs) and unregulated workers in 13 military hospitals in the US.

It was also noted that some chief nursing executives may be aware of some of this research and are still proceeding with skill-mix changes. ONA leaders should put the research facts on the table with their employers as it relates to this research and patient outcomes.

Some discussion took place in relation to the possible benefit of nurse-patient ratios such as those existing in California. Employers in Ontario have had little interest in ratios to date, however this may be explored again in the future.

Next Member Teleconnect: Monday, September 12, 2011 at 7:30 pm. A Please Post will be sent out in advance indicating the topic for this teleconnect. Members can register by sending an e-mail to RegisterProfPractice@ona.org.