

# Importance of the Ontario Nurses' Association for Health Care Professionals

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The Ontario Nurses' Association (ONA) has been defending rights and advocating for healthcare professionals and their patients for the past 50 years. With over 68,000 members, they play a vital role in health practices and development (ONA, 2022). Aligning with professional nursing associations enables nurses and healthcare professionals to embody the frontline of nursing practice changes. Through this support platform, nurses of all ethnicities can find comfort while providing superior healthcare to a variety of patients. This allows for a work environment that is not tethered by the fear of potential harassment or harsh treatment. ONA allows healthcare workers to operate as a unified unit focusing on their passion for helping people. They focus on promoting and facilitating the professional development of health and advancing the economic and social well being of nurses and healthcare professionals across Ontario (ONA, 2022).

ONA advocates for nurses and healthcare professionals who care for the well being of all Ontarians. They help develop nursing standards, which are the building blocks that lead to excellent patient care. The promotion of nursing and healthcare professional development not only enables individuals to improve their critical care skills but also helps to enhance their leadership skills (Hirsch, 2004). ONA promotes opportunities for continuing education allowing members to expand their skills and knowledge- This is necessary for the safe delivery of exceptional care to patients, while also permitting healthcare professionals to seek out their ambitions- The system of expanding one's education guarantees that the medical professional develops a greater understanding of patient needs allowing for more advanced care to be delivered.

ONA has a strong bargaining unit representing many healthcare members intending to improve working conditions and help maintain individual rights under a collective agreement (ONA, 2022). This association initiates a sense of security through the agreement by following an ideal standard of human rights. They are strong advocates for their members and help create safe and equitable workplaces for all individuals. They promote employment protection, enhanced wages, and improved medical benefits while encompassing diversity among their members, which is very important for nurses and other healthcare professionals (Singh & Loncar, 2010). influence better health outcomes while building respect, recognition, and support for the nursing profession. ONA is also important for nurses and other healthcare professionals because they advocate directly with the government, employers, and stakeholders to make positive changes in the workplace (ONA, 2022).

ONA works to improve the laws that regulate hospitals and other healthcare facilities. These include laws that require employers to protect staff from violence and harassment in the workplace, as well as encourage efforts to create government-funded programs that support nursing education. This is essential as there is a nursing shortage being felt across the country today. Because of the high demand for the services they provide, ONA serves as the voice for nurses and healthcare professionals as it relates to their workload, work environment, perceived treatment by healthcare leaders and physicians, and most importantly the value they bring to the workforce (Hegney, Plank & Parker 2006). ONA liberates nurses to voice their disagreement to ensure a safer work environment, improved wages, and optimal health benefits leading to a more positive work experience.

In conclusion, nursing unions are empowering and emancipating platforms for all healthcare professionals because it allows them to jointly organize as a social, political, and governing force within the hospital culture. Membership in professional nursing associations like

ONA is beneficial to nurses and can be advantageous to other healthcare professionals as it results in personal development, professional growth, knowledge development, and collective support for changes needed in the healthcare field which in turn promotes a safe work environment. As a child of a current ONA member we, as a family have seen the benefits this organization provides and continues to fight for.

## References

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