

Nurses in Canada: A Leading Force for Change

2014 Conference for IENS

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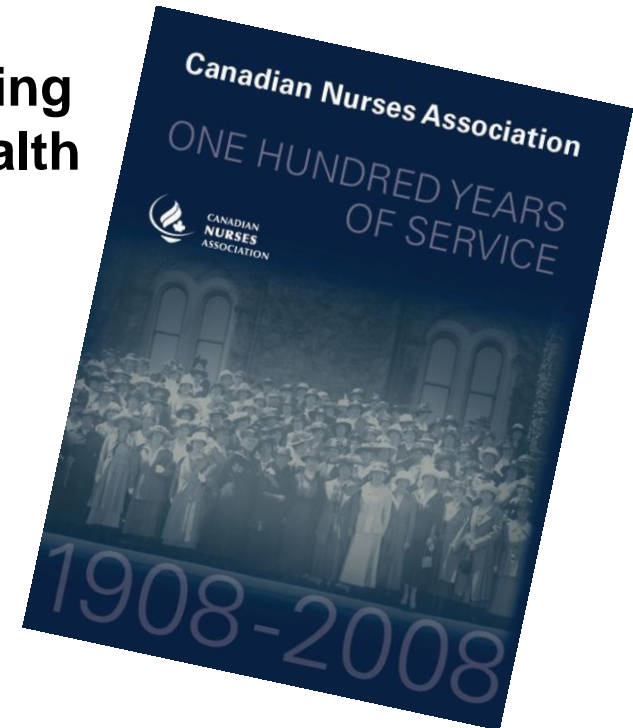
Canadian Nurses Association



**The national professional voice of
registered nurses in Canada**

VISION

**Registered nurses:
Leaders and partners working
to advance nursing and health**



Congratulations!



Congratulations on your many successes:

- Supporting nurses back into practice
- Hosting first national conference

Nursing: current realities



Over 408,000 regulated nurses in Canada
~ 7% are internationally educated nurses

Majority work in hospital settings

New areas:

- seniors care
- nurse navigator role
- chronic disease prevention and management
- primary care



Shift the health-care focus



Hospital-focused → care in homes and communities

Treating and curing → managing and preventing chronic diseases



Meeting changing population needs



Nursing: preferred future



- Knowledge workers
- In the community
- Collaborative teams
- Meeting needs of various populations
- Diverse nursing workforce





- Promotes the role of RNs



- Shapes healthy public policy
- Advances nursing and health

- Fosters nursing excellence



Providing leadership in the area of IENs



Position Statement

Ethical Nurse Recruitment

ICN Position:

ICN and its member associations firmly believe that quality health care is directly dependent on an adequate supply of qualified and committed nursing personnel, and support the evidence that links good working conditions with quality service provision.

ICN recognises the right of individual nurses to migrate¹⁾, and confirms the potential beneficial outcomes of multicultural practice and learning opportunities supported by migration. The Council acknowledges the adverse effect that international migration may have on health care quality in countries seriously depleted of their nursing workforce.

ICN condemns the practice of recruiting nurses to countries where authorities have failed to implement sound human resource planning and to seriously address problems which cause nurses to leave the profession and discourage them from returning to nursing.

ICN denounces unethical recruitment practices that exploit nurses or mislead them into accepting job responsibilities and working conditions that are incompatible with their qualifications, skills and experience.

ICN recognises the benefits of circular migration and calls for mechanisms to support nurses who wish to return to their home countries.

ICN and its member national nurses associations call for a regulated recruitment process based on ethical principles that guide informed decision-making and reinforce sound employment policies on the part of governments, employers and nurses, thus supporting fair and cost-effective recruitment and retention practices.

- Successful integration and retention of IENs leads to augmenting, revitalizing, and sustaining a diverse nursing workforce

Position Statement



CANADIAN
NURSES
ASSOCIATION

INTERNATIONAL TRADE AND LABOUR MOBILITY

CNA POSITION

International trade agreements and the mobility of health professionals can affect the accessibility and quality of health services. The Canadian Nurses Association (CNA) urges governments to monitor the development of international trade agreements and trends in labour migration and immigration, and to assess their impact on domestic health and social policy.

Access to health-care services, employment opportunities for health professionals, professional accountability, self-regulation, and cultural adaptation and integration of internationally educated nurses (IENs) are of particular relevance to nurses.¹

CNA supports the provision of quality health care to all on the basis of need rather than the ability to pay. CNA believes that this can best be achieved in a publicly funded, not-for-profit health system. CNA urges governments to halt the privatization of health-care services and to protect Canada's health system from exposure to international trade obligations.

Recent focus on IENs



Participated in:

- Internationally Educated Nurses Pathway to Licensure: Roundtable (January 2014)
- a federally funded project that is surveying IENs practicing in Canada (ongoing)



Explore solutions



- Identify barriers and enablers
- Articulate IENs' contributions
- Share experiences and promising innovations





Thank you!