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Investing in the Workforce: Efforts in Canada and Nova Scotia

May 26, 2022

Top considerations for health systems

Jurisdictional scan

(Nova Scotia Health 2022 Rapid Review):

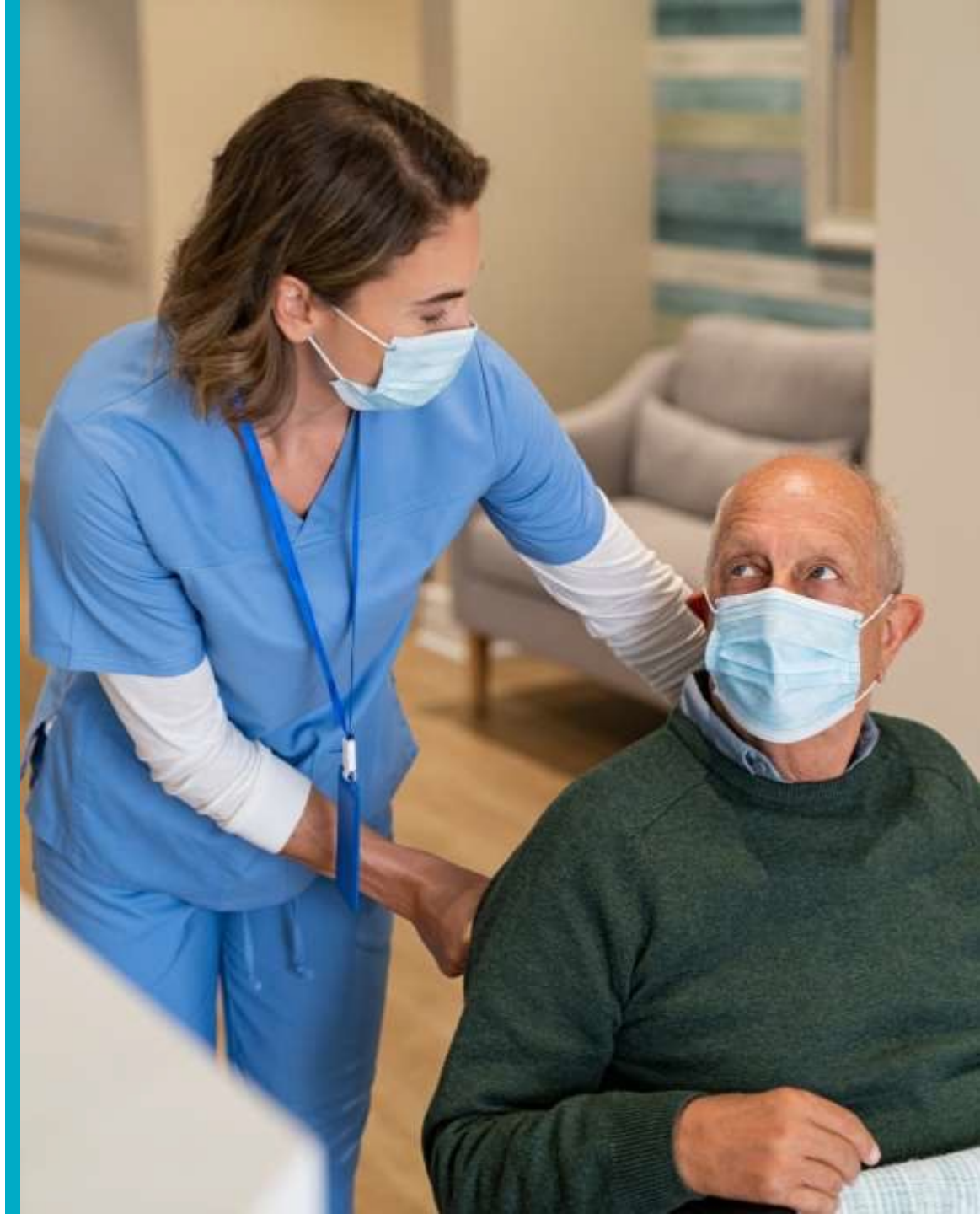
- Access considerations
- Staffing shortages
- Overcrowded EDs and inpatient services
- Backlog of surgeries
- COVID-19
- Access to care in rural communities
- Chronic disease management and complex care
- Modernization of health care



High impact Solutions

Multiple reviews conducted through 2021 and in 2022

- Digital first strategies for Access
- Retention and Recruitment –Strategies and Innovations
- Innovative Models of Care
- Digital and people solutions to enhance real-time decision making
- Rural service models and service delivery frameworks
- Optimizing scopes
- Care at home and in your community
- Long COVID and surge planning
- Learning Health Systems





Enablers of Innovation

Jurisdictional scan (2021):

- Relationships and partnerships
- Curiosity
- Leadership
- Patient and Community, and Staff Engagement



The Nova Scotia Response

In Nova Scotia, we are working on several key initiatives to address several considerations raised through this report.



Team-based care

When health care professionals work to their full scope, it enables others to do the same, and focus on their areas of expertise.



Practice Education

- Early immersion program
- Transition to practice (TTP) programs
- Optimization of scope programs
- Interprofessional development programming
- Michener partnership
- Internationally educated and trained health professionals



Interprofessional Programming

Learning Institute for Healthcare

- Peer-to-peer mentorship program
- Education / training and wellness programming for professionals



Early Impacts

- Rural retention and recruitment strategies to address emergency department overcrowding and reduced inpatient capacity
- 4,371 learner placements
- 322 new nursing graduates
- Internationally Educated Professionals (domestic and International)
- Multiple licensing streams
 - 85 IENs to date
 - 100 more will be recruited this year



Thank you