



## **Resolution #4**

### **Establishing a New Graduate Committee Chair**

**Approved:** January 2020

**Approved by:** CNSA National Assembly

**Submitted:** December 15th, 2019

**Submitted to:** Board of Directors

**Submitted by:** Latitia Pelley-George, BScN, RN; Jessica Sadlemyer, Vancouver Island University; Tessera Ball, Red River College; Emma Hill, Vancouver Island University; Courtney Blake, North Island College; Victoria Marchand, University of Ottawa

### **Introduction/Background Information**

Healthcare is facing a critical nursing shortage, contributing factors include: an aging patient population that is increasingly complex, an aging workforce, and high levels of nurse burnout (Haddad & Toney-Butler, 2019). Nurses and midwives account for almost 50% of healthcare workers across the globe - it is estimated that an additional 9 million nurses and midwives will be needed by 2035 to meet Sustainable Development Goal Number 3, *Health and Wellbeing* (WHO, 2020). Attrition rates in Canadian new graduate nurses have averaged 20-27% annually, costing the healthcare system \$25,000 per nurse and hindering our ability to meet growing demands within healthcare (CNA, 2009). With these alarming statistics in mind, the CNSA would be remiss to overlook this opportunity to support new graduate nurses - defined as novice nurses within the first 3 years of experience - as they transition into practice (Laschinger, Grau, Finegan & Wilk, 2010). Adjusting from a nursing student to a new graduate nurse can be challenging due to limited support, changing environment, low self esteem, and experiences of vicarious trauma (Romyn et al., 2009).

Throughout Canada, there are limited opportunities available to new graduate nurses for engaging in advocacy and leadership. Some provincial nursing organizations have created programs to assist new graduate nurses, but many of these initiatives focus solely on peer support, gaining employment or are limited to a specific geographical location. (Association of Registered Nurses of Manitoba, 2016; British Columbia Nurses Union, 2018; Ministry of Health and Long Term Care, 2017)

### **CNSA's Position on The Issue**

In May 2019, the CNSA Board of Directors (BOD) unanimously approved the creation of the ad-hoc New Graduate Committee. Unfortunately, due to lack of resources the CNSA BOD has been unable to facilitate the recruitment of new graduate nurses, which is ultimately the first



step. CNSA recognizes the importance of supporting new graduate nurses in the workplace through their transition period, and empowering them in leadership roles.

### **Rationale**

There is a need to support our new graduate nurses during the first several years of practice so that they can confidently meet the required nursing competencies set out by their regulatory bodies. Newly graduated nurses also offer a unique perspective on the future of healthcare and fresh eyes for possible solutions. This has been an ongoing discussion by all major Canadian nursing groups including the Canadian Nurses Association (CNA), the Canadian Federation of Nurses Union (CFNU), and the Canadian Association of Schools of Nursing (CASN). However, these organizations often fail to engage with new graduate nurses. For example, there is a lack of involvement of new graduate nurses in the WHO led Nursing Now Campaign (n.d). This position will create a safe place for new graduate nurses to come together to discuss common difficulties with integrating into the profession. A New Graduate Advocacy Committee will also allow a platform for nursing organizations and associations to easily engage with new graduate nurses.

### **Resolution**

**WHEREAS** The CNSA recognizes the need for further support for new graduate nurses as they enter the profession.

**WHEREAS** The CNSA can allow a platform for collaboration between the professional bodies and new nurse graduates.

THEREFORE;

**BE IT RESOLVED** that the CNSA creates a New Graduate Advocacy Committee Chair position to support new graduate nurses.

**BE IT FURTHER RESOLVED** that the committee chair be a new graduate no more than 24 months out at the beginning of their term.

### **Conclusion**

With the current nursing shortage and alarmingly low retention rates for new graduate nurses, the CNSA will be fulfilling a need for increased new graduate advocacy and opportunities within nursing leadership professional bodies in Canada. The New Graduate Advocacy Committee will be able to provide a consistent point of contact for the creation of further new graduate advocacy positions within the current structure of nursing bodies in Canada.

### **References**

Association of Registered Nurses of Manitoba (2016). Emerging Leaders. Retrieved from:  
[https://arnm.ca/ARNM/ec/sng/ARNM/AC/Emerging\\_Leaders.aspx?hkey=d9217e26-551f-4801-b360-39d19169fa35](https://arnm.ca/ARNM/ec/sng/ARNM/AC/Emerging_Leaders.aspx?hkey=d9217e26-551f-4801-b360-39d19169fa35)



- British Columbia Nurses' Union (2018). Young Nurses Network. Retrieved from <https://www.bcnu.org/about-bcnu/human-rights-and-equity/young-nurse-network>
- Canadian Nurses Association (2019). Costs and Implications of Nursing Turnover in Hospitals Retrieved from: [https://www.cna-aiic.ca/-/media/cna/page-content/pdf-en/roi\\_nurse\\_turnover\\_2009\\_e.pdf?la=en&hash=1A3763298956B55167FA8F80D10C768E5E5316B5](https://www.cna-aiic.ca/-/media/cna/page-content/pdf-en/roi_nurse_turnover_2009_e.pdf?la=en&hash=1A3763298956B55167FA8F80D10C768E5E5316B5)
- Haddad, L. M., & Toney-Butler, T. J. (2019). Nursing shortage. In *StatPearls [Internet]*. StatPearls Publishing.
- Laschinger, H. K. S., Grau, A. L., Finegan, J., & Wilk, P. (2010). New graduate nurses' experiences of bullying and burnout in hospital settings. *Journal of advanced nursing*, 66(12), 2732-2742.
- Ministry of Health and Long Term Care (2017). Guidelines for Participation in the Nursing Graduate Guarantee. Retrieved from: <https://www.care4nurses.org/wp-content/uploads/NGG-Guidelines-EN-April-2017.pdf>
- Romyn et al. (2009). Successful transition of the new graduate nurse. *International Journal of Nursing Education Scholarship* (6)1 DOI: 10.2202/1548-923X.1802
- World Health Organization (2020). Nursing and Midwifery. Retrieved from: <https://www.who.int/news-room/fact-sheets/detail/nursing-and-midwifery>
- World Health Organization (n.d.) Nursing Now Campaign. Retrieved from: [https://www.who.int/hrh/news/2018/nursing\\_now\\_campaign/en/](https://www.who.int/hrh/news/2018/nursing_now_campaign/en/)