



Safe healthcare professional-to-patient ratios: the impetus to counteract the healthcare professional shortage

ARGUMENT SHEET

What are safe ratios?

It is a team with a minimum number of healthcare professionals caring for a group of patients with similar health conditions. This minimum can be raised according to the patients' needs and circumstances.

For example, 1 nurse and 1 licensed practical nurse in charge of 20 patients in a CHSLD on the day shift.

Making this standard the law guarantees patients safe, quality care because there will be enough staff to provide it. The government and employers will be legally obligated to respect the safe ratios and will be accountable.

People often think that more healthcare professionals are needed to implement safe ratios. But science and experience show that the opposite is true! By implementing safe ratios, healthcare professionals will be motivated to work in the public health network. That's what happened in California and Australia.

Safe ratios reassure patients and improve working and practice conditions for healthcare professionals:

- + Work team stability
- + Attractive positions (on a work shift and in a centre of activities, on a stable team)
- + Alignment between healthcare professionals' expertise and professional obligations and their actual duties
- + Contribution from all job titles
- + Care safety
- + Recognition of healthcare professionals
- + Work-family balance
- Job insecurity
- Accidents and work stoppages



More satisfaction at work = better retention = lower turnover rate

These are all solid reasons to convince those who are

- ➔ starting in the profession to join the public network
- ➔ working in the private sector or other areas to return to the public network
- ➔ nearing retirement to work longer in the public network

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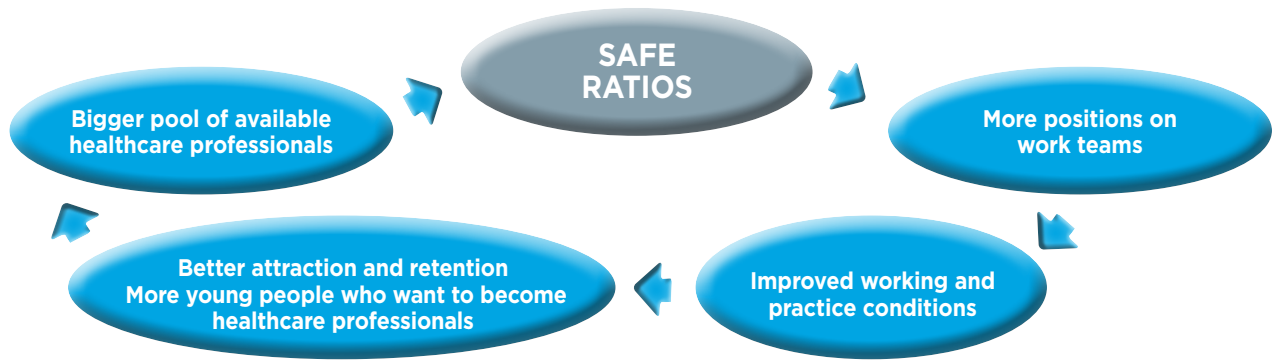
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Announcing the implementation of safe ratios will therefore break the vicious cycle of the work overload and exhaustion!



Being able to rely on a bigger pool of healthcare professionals in Quebec means less money spent on:

- Recruiting and integrating new employees
- Salary insurance and disability insurance
- Avoidable costs for patients after accidents

Yes, it's even possible to save money!

How can we implement safe ratios?

GRADUALLY:

1 With healthcare professionals who are already qualified

By offering more attractive full-time positions, which improves team stability, reduces the use of overtime and eliminates the use of mandatory overtime.

By improving working conditions, which prevents work overloads and sick leaves.

By more effectively and quickly integrating new graduates into the network.

By bringing nurses back from the private sector and integrating them into permanent care teams, which will eliminate the use of independent labour.

30% of nurses and 35% of licensed practical nurses left the public network after 5 years. There isn't a shortage of healthcare professionals in Quebec, there is a lack of good working conditions motivating them to work in the public network.

2 With real workforce planning

There hasn't been any for 20 years! We don't even have an accurate analysis of the situation!

With safe ratios, the public network will be able to recruit thanks to its team spirit and sense of belonging. It will be able to ensure that the knowledge of those who wish to return to the network is updated and it will focus on providing personalized recruitment.

3 With political and civic will

Safe ratios are THE structural solution for the health network! For patients and caregivers. It is up to us all as citizens to join in and demand that the government truly change its course.

