



Quebec Nursing Collaboration and Influence Group

The Quebec Nursing Collaboration and Influence Group is currently made up of retired or professionally active nurses from a variety of nursing domains including clinical, management, education and research (<http://gcisiq.com>)

In collaboration with

AQII-QNA

Association québécoise des infirmières et infirmiers : une voix politique infirmière  
Quebec Nurses' Association

The Quebec Nurses' Association's role and responsibility is to promote the nursing profession and to take position on various health issues experienced in Quebec. ([aqii-qna.org](http://aqii-qna.org))

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États  
Généraux  
des soins

The États Généraux on health care is a forum which brings together various leaders and stakeholders from different health care settings. The goal is to create a space for care givers and users of the health care system to exchange, reflect, organise and envision changes to bring about improvement in care and safety

## THE NURSING PROFESSION IS BECOMING FRAGILE: URGENT ACTION IS NEEDED.

The public is concerned about the future of health care in Quebec and rightly wonders if access to services will be affected. How will quality be affected? Will care be safe?

These concerns are of utmost importance to the nursing profession which has been exposed to successive reforms and numerous cuts that are increasingly weakening its capacity to offer quality and safe care. There is a looming risk of a skilled labour shortage not to mention the significant recruitment problems that already exist.

If no action is taken, will the nursing profession be able to maintain its essential contribution to public health, accessibility to services as well as safe quality care to the population?



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# Urgent Action Needed: A National Action Plan for Nursing.

## Recognition, Investment, Innovation

We are seeking the collaboration of elected officials and stakeholders in the planning of a Nursing “État Généraux’ in the coming year in order to propose a **national action plan with the goal of implementing winning conditions for:**

### 1. Formally **recognizing** the fundamental contribution of nurse managers, nurses and nursing care teams to the quality of care and the optimal functioning of the health care system

**Given that** nurses represent one of the largest professional groups in the health care system (75,042 members) and 49% of caregivers;

**Given that** nurses in collaboration with nursing assistants and personal care workers ensure coverage over 24 hours, 7days per week in a variety of care and service environments;

**Given that** nurses carry a wide range of responsibilities including evaluation, intervention, follow-up, education and support in accompanying individuals and families through the range of health of health and illness situations from birth to end of life;

**Given** the impact of their innovative initiatives and their tangible contribution to health as well as the workings of the network by:

- \* improving follow-up of medications and treatments;
- \* ensuring better coordination and continuity between services;
- \* facilitating easier access to services;
- \* preventing and reducing the number of emergency room visits;
- \* reducing the length of hospital stay;
- \* reducing health system costs;

**Given that** the scope of the nurses’ role and competence does not match the profession’s level of influence in the health care system.

### 2. **Reinvest** the essential human and financial resources:

- \* For the optimal use of nursing competence;
- \* For an increase in qualified personnel;
- \* To ensure staffing levels and team composition based on the needs of the care environment and best practices;
- \* To improve work climate;
- \* To ensure integration of new staff and support for professional development;
- \* to ensure work organisation based on best practices;
- \* To ensure the stability of care teams;
- \* To facilitate recruitment and retention;
- \* To enhance initial training of care givers;

### 3. **Innovate** and implement client centered care with a focus on outcomes :

- \* For a renewed vision of financing methods which have long been based on accounting logic and structures;
- \* To establish governance models based on best practices;
- \* To create a culture of interdisciplinary care focussed on outcomes and quality of services;
- \* To establish a true partnership with the population in the management of its health;
- \* To shift the focus of care to the front line, prevention and health promotion;
- \* To ensure the participation and voice of nursing teams commensurate with the level of responsibility in the health care system;

