



**BC NURSES'
UNION**

Standing up for health care

ENSURING HIGH-QUALITY HEALTH CARE FOR EVERYONE IN (COMMUNITY)

*How local governments can help
solve the nursing shortage*

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Monday, May 5, 2025

INDIGENOUS LAND ACKNOWLEDGEMENT



OUR MAIN FOCUS

Ensure high-quality health care is available to everyone in BC when they need it.

WHAT HIGH-QUALITY HEALTH CARE REQUIRES

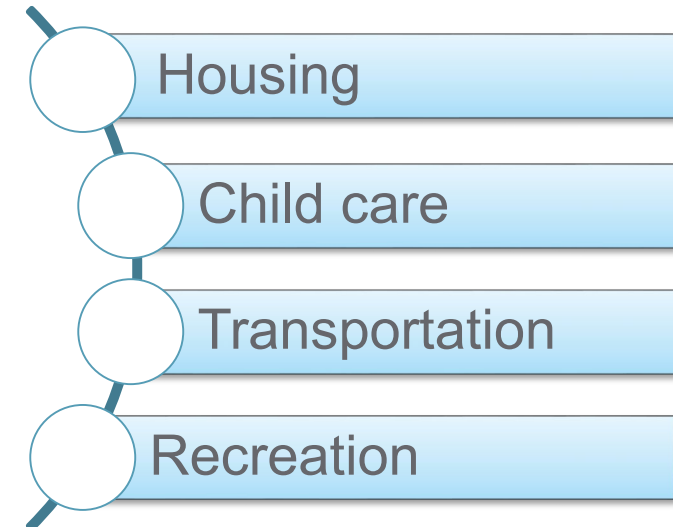
- > **Address the severe nurse staffing shortage** that is burning out nurses working in the system and restricting timely access to health care in communities, even putting the lives of patients at risk.
- > **Attract and retain** more nurses into the health-care system.

BENEFITS OF RETAINING AND RECRUITING NURSES

- > **Better care** for you, your family and residents of this community.
- > **Fewer service interruptions**, such as ER closures.
- > **More young professionals** living in this community and raising families here.

HOW CAN LOCAL GOVERNMENTS HELP WITH NURSE RETENTION AND RECRUITMENT?

- > Local governments can help by creating communities that are attractive to nurses.
- > Nearly half of BC nurses are under 40, and over 90% are women; child care and other local resources that help promote work/life balance are essential.



Ratios Save Lives.ca

WHY RATIOS?

BCNU MEMBER PRIORITIES

- > Nurses recognize that mandatory ratios create better work environments, leading to enhanced retention & recruitment
- > **84%** of more than 15,000 BCNU survey respondents said ratios were a 'must have'
- > California & Australia were in a nursing shortage when they implemented ratios
- > BC has tried other methods to address workload without success

WHY RATIOS?

RECRUITMENT & RETENTION

- > **7,000** inactive nurses came back to work in Australia¹
- > **60%** increase in nurse registrations in California¹
- > **69%** decrease in vacancies in Sacramento hospitals¹
- > **67%** say they're more likely to stay in their jobs because of ratios²

1. National Nurses United (n.d.). RN staffing ratios: A necessary solution to the patient safety crisis in U.S. hospitals. Available at: https://www.nationalnursesunited.org/sites/default/files/nnu/documents/0619_Ratios_Booklet_NNU.pdf

2. Aiken, L. et al (2010). Implications of the California nurse staffing mandate for other states. Health Serv Res, 45(4), doi:10.1111/j.1475-6773.2010.01114.x.

WHY RATIOS?

SAFETY FOR ALL

- > **74%** of nurses say that quality of care increased because of ratios¹
- > **31.6%** fewer nurse injuries in California after implementation²
- > Additional patient per nurse represents a **12-16%** increase in the risk of 30-day mortality^{3,4}
- > Lower readmission rates, lengths of stay and fewer errors
- > Many other benefits to nurses and patients

1. Aiken, L. et al (2010). Implications of the California nurse staffing mandate for other states. Health Serv Res, 45(4), doi:10.1111/j.1475-6773.2010.01114.x.

2. Leigh, J.P. et al (2015). California's nurse-to-patient ratio law and occupational injury. Int Arch Occup Environ Health, 88(4):477-84.

3. McHugh, M.D., Aiken, L.H. et al (2020). Case for hospital nurse-to-patient ratio legislation in Queensland, Australia hospitals: An observational study. Nursing, doi:10.1136/bmjopen-2019-036264.

4. Lasater, K.B., Aiken, L.H. et al (2021). Patient outcomes and cost savings associated with hospital safe nurse staffing legislation: An observational study. BMJ Open, doi:10.1136/bmjopen-2021-052899.

ACUTE CARE RATIOS

Unit Type	Ratio
Med/Surg	1:4
Rehabilitation	1:5 days, 1:7 nights
ALC	1:7
Palliative Care	1:3
Focused (Special) Care	1:3
High Acuity / Step Down	1:2
Intensive Care	1:1
NICU	1:1 to 1:3, by Tier of Service

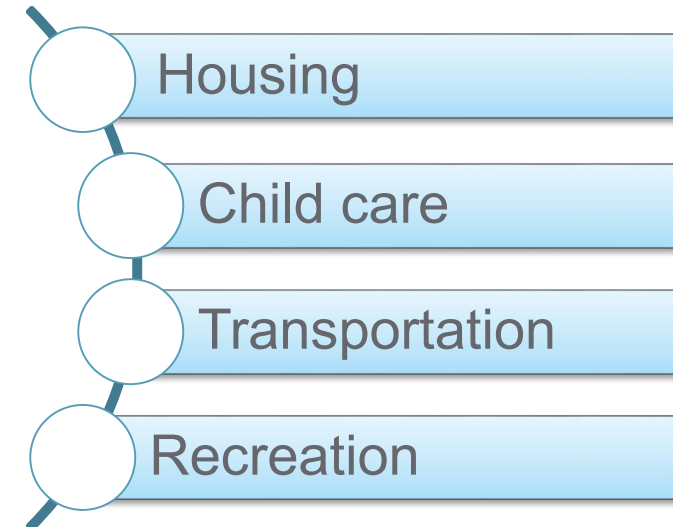
Unit Type	Ratio
Operating Rooms	2.5 nurses per room
PACU	2:1 to 1:2, by stage of recovery
Antepartum	1:3
Labour & Delivery	1:1 active labour, 2:1 at birth
Postpartum	1:3 dyads, 1:4 birth parent only
Newborn Nursery	1:3
Emergency	1:3 acute, 1:4 fast track & short stay, 1:1 critical care & trauma

WHAT IS NEEDED TO MAKE RATIOS A REALITY?

- 1) Retain and recruit more nurses
 - > Incentives, a competitive collective agreement, livable communities
- 2) Provide safe and healthy workplaces
 - > Addressing issues of violence, abuse and substance exposure
- 3) Apply a diversity, equity and inclusion lens

RECAP: HOW CAN LOCAL GOVERNMENTS HELP WITH NURSE RETENTION AND RECRUITMENT?

- > Local governments can help by creating communities that are attractive to nurses.
- > Nearly half of BC nurses are under 40, and over 90% are women; child care and other local resources that help promote work/life balance are essential.



WHAT ELSE CAN LOCAL GOVERNMENTS DO?

Be allies with us in:

- > Advocating for the provincial and federal governments to do more to retain and recruit nurses.
- > Educating the public about minimum nurse-to-patient ratios and what is needed to make them a reality.

KEEP IN TOUCH WITH YOUR REGION'S NURSE LEADERS

BCNU's elected regional leaders want to stay connected with you.

Here are your best contacts in the **Simon Fraser region**:

- > Roy Hansen, Regional Council Member
royhansen@bcnu.org
- > Wendy Gibbs, Regional Council Member
wendygibbs@bcnu.org
- > Melissa Stodola, Regional Lobby Coordinator
melissastodola@bcnu.org

QUESTIONS?

