

Working Together to Support Our Emergency Department (ED) Nurses

Numbers at a Glance

In the past, the Ontario Nurses' Association (ONA) generated 33 recommendations, and BCHS leaders working with the ED nurses resolved 32 of them (97%)

Staff Turnover Rate Decreases in the ED

Dramatic decrease in the past three fiscal years: In April 2021, **38.1% to only 9.13%** in 2023/2024

Well **below** the **12% provincial target**.

Providing Professional Development Opportunities

Providing financial support for mandatory nurse training and professional development from 2022 onwards.

Participating in the Ontario Health Virtual Emergency Department Nursing Onboarding Program.

Decrease in Vacancies

In October 2022, there were 38 position vacancies in the ED, and today, there are only **18 remaining**.

Over a recent six-month period, on average there was a **5.6%** vacancy rate for RNs on the day shifts, and **4.3%** vacancy rate on the night shifts.

The highest vacancy rate during this period was **10%** and the lowest was **0%** (no shift vacancies).

ED Investments

In five fiscal years (April 2020 to end of March 2025), we will have invested **over \$1 million dollars** in ED equipment purchases.

Full Time Positions Added

Over the past four years, we have added a variety of interprofessional positions, including nursing, at a cost of approx. **\$3.1 million annually**.

Next Steps:

BCHS leaders continue to work collaboratively with the ED nurses to support a positive and safe working environment

