

# 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**.

### 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).

### 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.

### 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



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