



# **Enhancing Nursing Excellence in Rural New Brunswick**

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# What is Rural?

- *Predominantly rural regions*
- *Rural and small town (RST)*



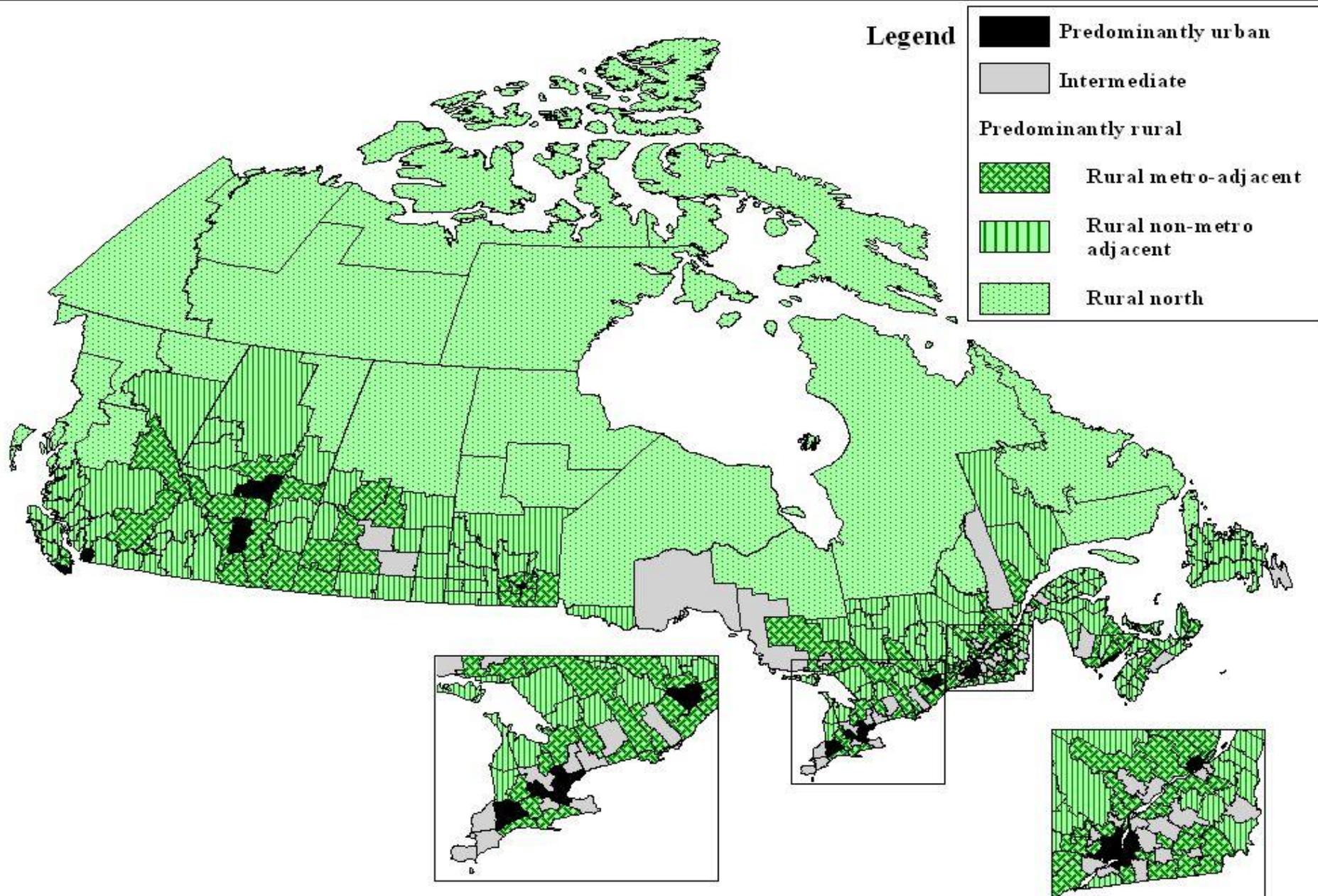
# Predominantly Rural Regions

*More than 50% of the population living in rural communities and population density <150 person/km<sup>2</sup>*

**30.4 percent of Canada's population lives in predominantly rural regions (in 2001)**

Beshiri & Bollman (200/2002)

# Rural Canada: Geographic Areas





# Rural and Small Town

*Outside the commuting zones of larger urban centres (with 10,000 or more)*

duPlessis, Beshiri, & Bollman (2000)



# Health Status of Canadians in Rural and Remote Communities

## Significant Urban-Rural Differences:

- Life expectancy at birth
- Infant mortality rate
- Overall mortality rate
- Circulatory diseases
- Cancer related deaths
- Injury related deaths

(Mitura & Bollman, 2003)



# Rural and Remote Health Status

- *Self-rated health declines from urban to most remote areas*
- *Risk factors more prevalent*
- *Little difference in chronic disease and functional health*

(Mitura & Bollman, 2003)

Need for care that focuses on determinants of health in addition to illness care



LUNGEAR CENTRE

HOSPITAL  
EMERGENCY  
ENTRANCE  
←









# **The Nature of Nursing Practice in Rural and Remote Canada**

## **Aim of the Study**

- to examine and articulate the nature of registered nursing practice in primary care, acute care, community health, continuing care (home care) and long term care settings within rural and remote Canada



# The Study Components

- **Survey**
- **Registered Nurses Data Base (RNDB)**
- **Narrative Study**
- **Documentary Analysis**



# Principal Investigators and Decision-maker

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Planning (to 2003)**



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# Funding Partners

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- Nova Scotia Health Services Research Foundation
- British Columbia Rural and Remote Health Research Institute
- Saskatchewan Industry and Resources
- Provincial and Territorial Nurses Associations
- Government of Nunavut
- Canadian Institute for Health Information

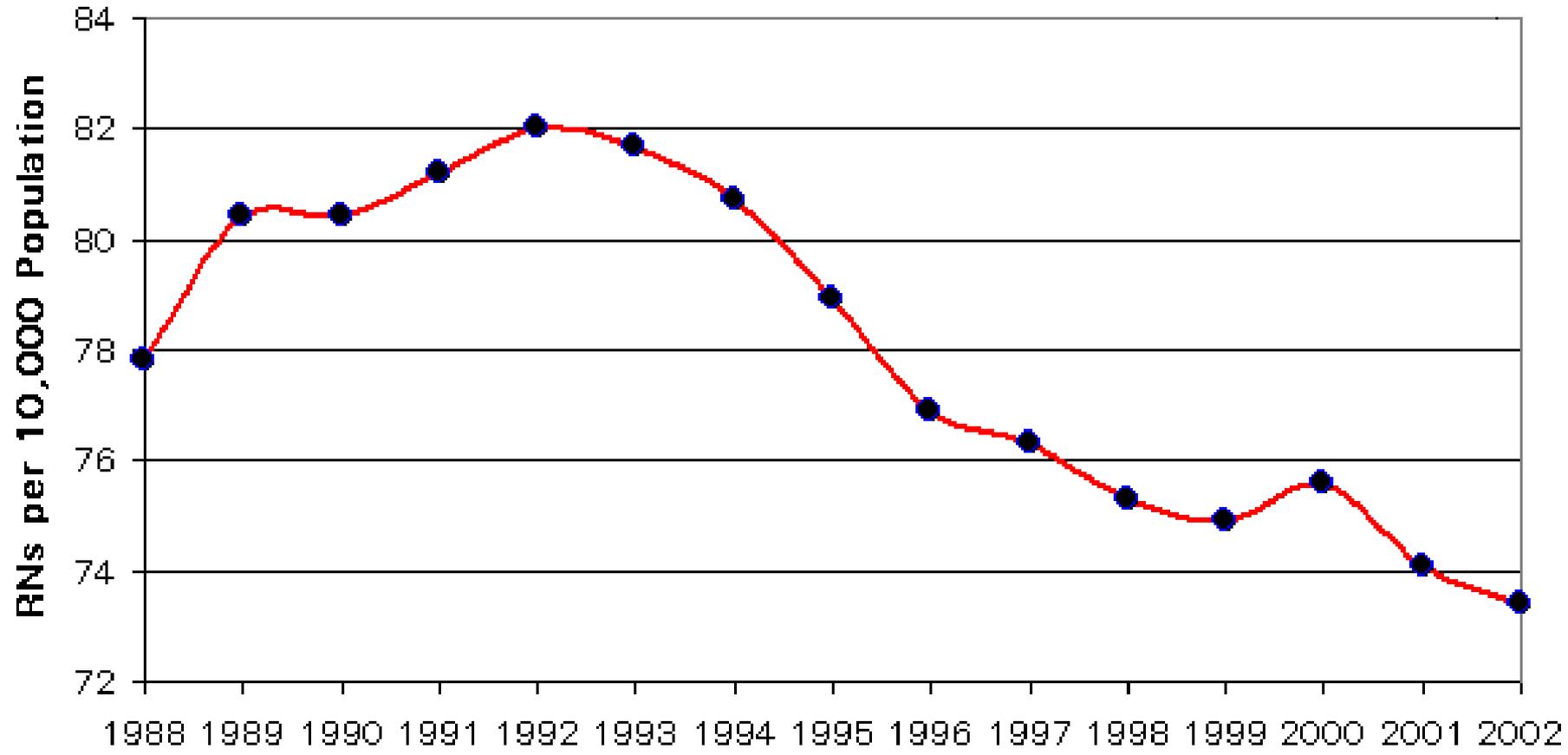


# Who are Rural Nurses?

- **Ensuring Access to Care**



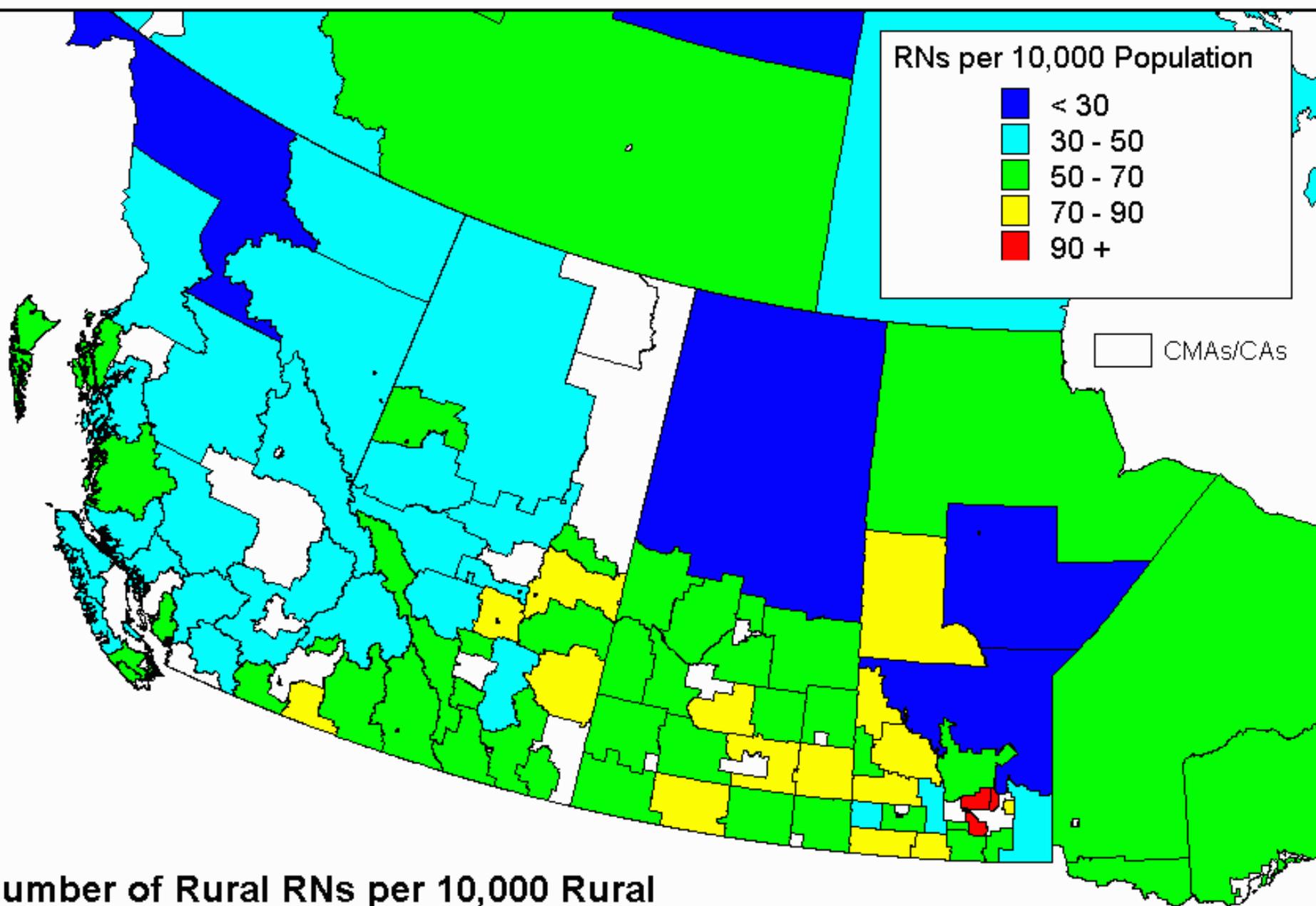
## Nurse to Population Ratios (All RNs), 1988-2002



Source: RNDB/Statistics Canada and CIHI

Year	Number of rural (RST) RNs	% of all RNs	Rural (RST) % of total Canadian/ <b>NB</b> population
1994	42,303 <b>2531</b>	18.0 <b>33.3</b>	22.3 <b>48.7</b>
2000	41,502 <b>2167</b>	17.9 <b>29.4</b>	21.7 <b>48.2</b>
2002	40,648	17.6	20.6

2002 – based on CIHI figure generated without Quebec data

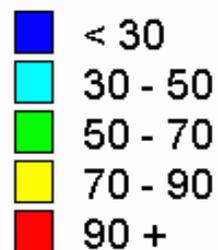


**Number of Rural RNs per 10,000 Rural Population by Census Division, 2000**

Source: RNDB/CIHI

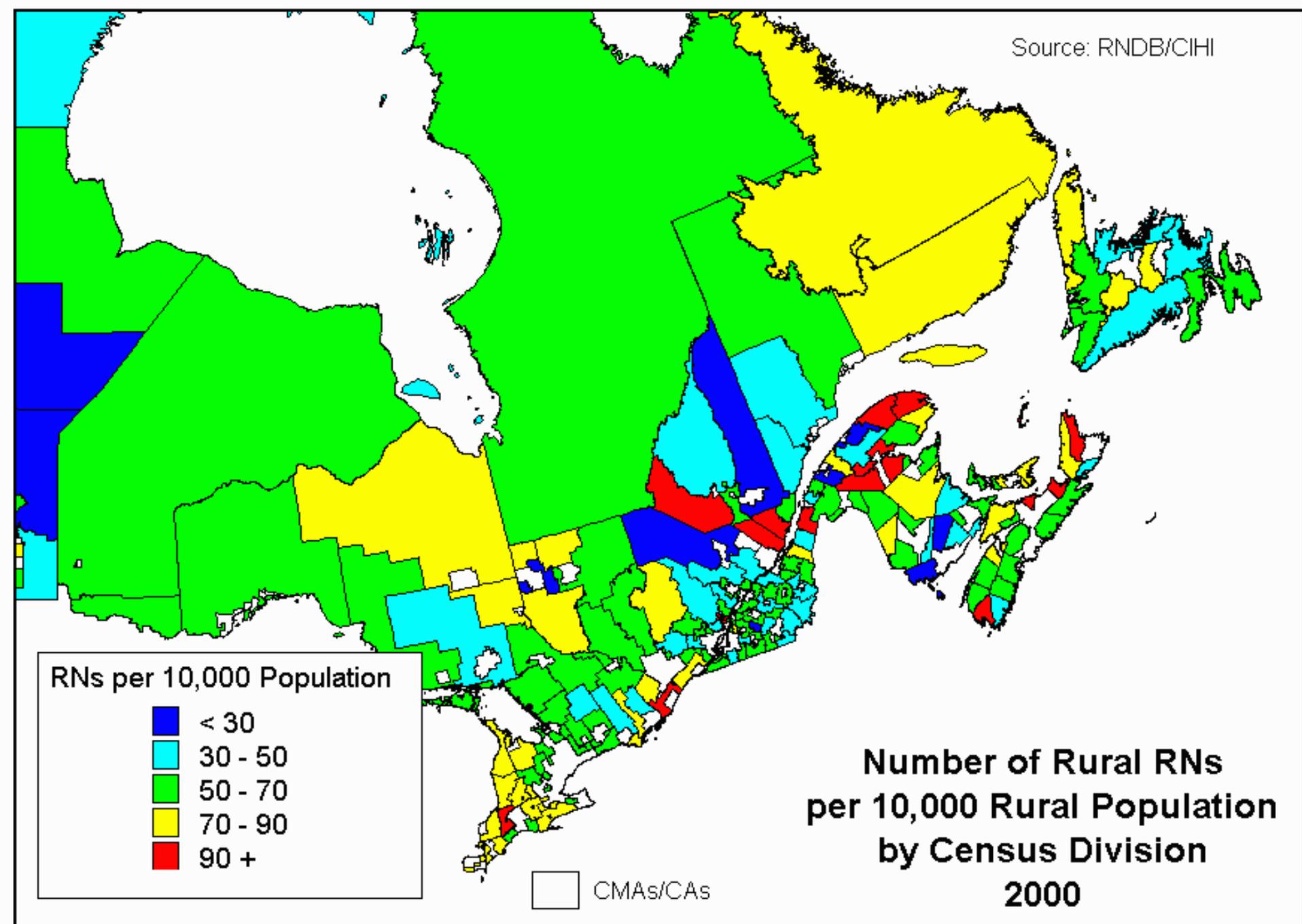
Source: RNDB/CIHI

RNs per 10,000 Population



CMAAs/CAs

**Number of Rural RNs  
per 10,000 Rural Population  
by Census Division  
2000**





# ... an aging workforce

- **Rural RNs -Canada/**New Brunswick****
  - 1994 average age: 40.6 years/**39.3**
  - 2000 average age: 42.9 years/**41.2**
- **Urban RNs**
  - 1994 average age: 41.6 years/**40.0**
  - 2000 average age: 43.5 years/**42.4**
- **All RNs**
  - 1994 average age: 41.5 years/**39.8**
  - 2000 average age: 43.4 years/**42.0**
  - 2002 average age: 44.2 years



## ...Place of work

- 61% of all RNs work in hospitals
- 54% of rural RNs work in hospitals (in 2000)
- More rural (13%) than urban (8%) nurses work in community settings



# Highest Education Level of RNs in Rural Canada/**NB**, 2000

	<b>Canada</b>	<b>Rural</b>	<b>Urban</b>
Diploma	81.4%	67.1%	67.1%
Bachelor's	18%	31.6%	30.6%
Master's /Doctorate	0.6%	0.7%	1.9%

(Source: RNDB)



# **Ensuring the Quality of Care - Understanding and Enhancing Rural Nursing Practice**



## Approximate Location of Narratives Respondents Based on Place of Work







# Community as Shaping Practice

- A permeable membrane between community and health care organizations



# Community Needs and Resources as Shaping Practice

- Responding to community needs
- Experiencing a burden of responsibility





# **Being Present as a Nurse and as a Community Member**

- Knowing the client: knowing the nurse in the context of community
- Maintaining multiple roles: a different kind of community rapport





NOV 10 2011  
BRIDGE

Nancy

Beverly



# Renewing Rural Practice: Challenges to Excellence

- Staffing issues
- Professional complacency
- Lack of appropriate supports and resources





# **Towards Enhancing Rural Excellence**

- Recruiting and educating rural nurses



# Mobility of Rural Nurses

- By 2006, Canada is projected to lose the equivalent of 13% of the 2001 RN workforce through retirement and death (O'Brien-Pallas et al., 2003)
- BUT, up to 27% of Canada's rural nurses have moved from their province of graduation (Survey)
- AND 20% of rural nurses plan to retire by 2007 (Survey)



# **Towards Enhancing Rural Excellence**

- Recruiting and educating rural nurses
- Enhancing professional practice environments
- Mobilizing and supporting leadership



# Supporting Nurses and their Communities

Relevant and responsive structures and processes that recognize the complexity and diversity of rural practice and build on the strengths of rural nurses and their communities



*Rural nurses are the most versatile and adjustable persons probably in the world – they are just people that can work with nothing, literally.*



# Contact Information

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