



# **Nursing Leadership at a Distance: Addressing the Experience of Rural and Remote Nurses**

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# 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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# Funding Partners

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- **British Columbia Rural and Remote Health Research Institute**
- **Saskatchewan Industries and Resources**
- **Provincial and Territorial Nurses Associations**
- **Government of Nunavut**
- **Canadian Institute for Health Information**

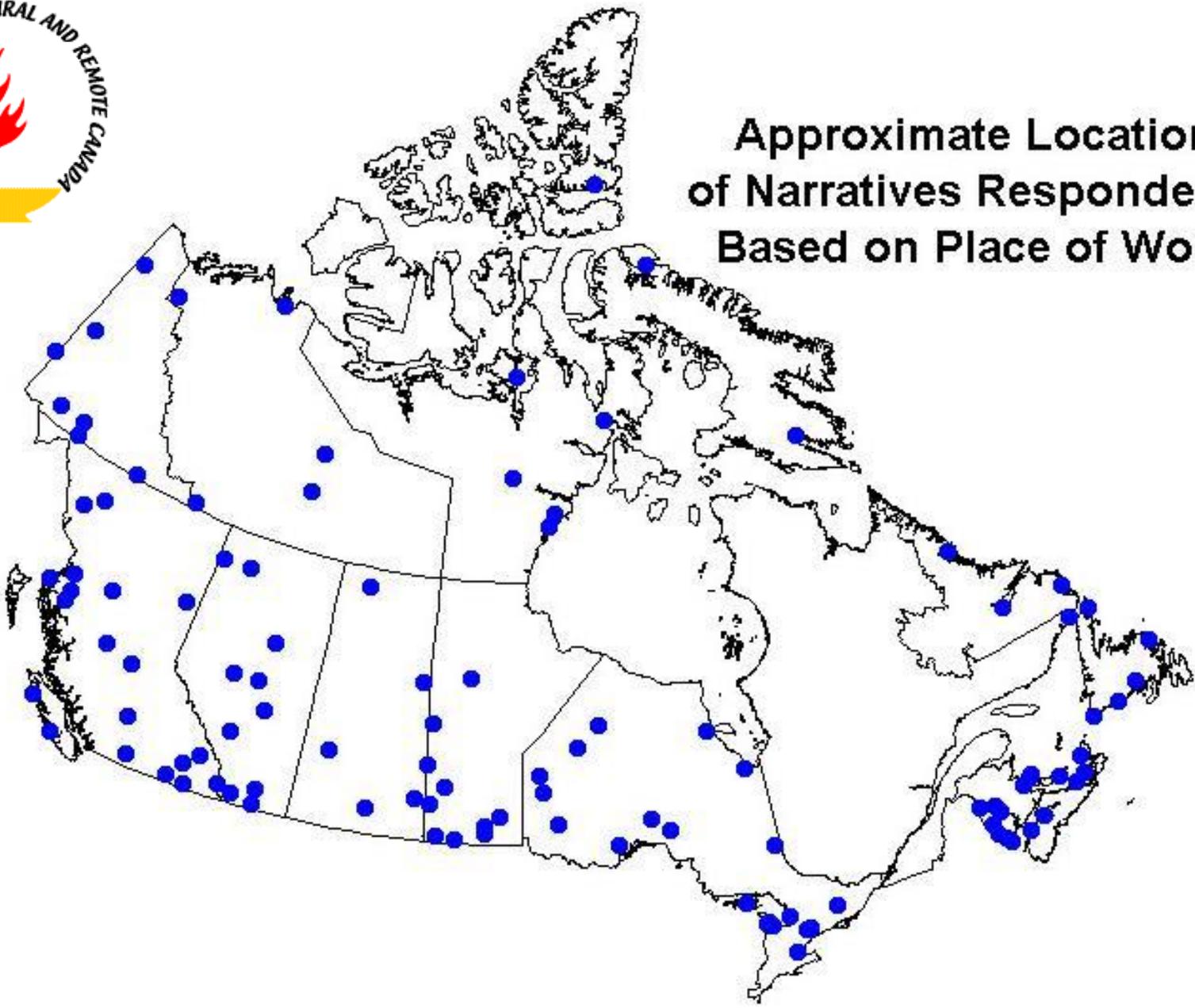


# Narrative Approach

- 152 Nurses (11 Francophone)
- Areas of Practice: Acute, Long-term Care, Public Health, Home-care, Community, Primary Care
- Telephone Interviews
- Analysis: interpretative phenomenology & thematic analysis



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





# Experiencing Leadership

What is the experience of leadership for nurses working in rural and remote communities?



# Leadership - Narrative Sub Analysis

- 115 nurses told of experiences of leadership
- 20 analyzed in depth (3 in supervisory roles)
- Acute, Long-term Care, Public Health, Home-care, Community, Primary Care
- 10 provinces and territories



# Experiencing Leadership

- Setting up possibilities for quality practice
- Supporting nurses and their practice
- Planning for the realities of practice



# Setting up Possibilities for Quality Practice

- Ensuring resources for professional practice
- Setting and supporting the achievement of relevant practice standards



# Supporting Nurses and Their Practice

- Advocating for nurses
- Supporting with education and resources
- Supporting problem-solving



# Planning for the Realities of Rural and Remote Practice

*We are very responsive in our community because we see those people in our churches and in our grocery stores. And so you know we try and be all things to all people, maybe that is kind of bad. But in the end we are the one who see these people outside of our work life too.*



# What is Needed from Leaders?

- Understanding realities of rural and remote practice, practitioners and communities
- Supports that minimize difficulties while maximizing the strengths of rural practice



# Advice: Listen to Learn- Learn to Listen

*It would help to have a manager who would check in every once in a while and say how are you doing, what are the issues, what support do you need — that type of thing. I feel that I am left out here*

*Listen to your nurses! Listen to them and respect their opinions and have an open dialogue*



# Meeting Challenges of Distance and Diversity

- Recognize the complexity of rural and remote practice
- Set up facilitative systems and processes
- Create a climate that acknowledges and supports the potential of excellence



# Leading with a Rural Nursing Lens

- A tool to help train the attention and perception of those who develop policies, programs and services
- Spotlights the needs and realities of rural nursing
- Helps to ensure that policies, programs and service changes will be sensitive to rural realities and implemented appropriately



# Leading at a Distance





# Contact Information

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