

# Creating Healthy Workplace Environments for Nurses Working in First Nation Communities

A Presentation by  
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# Purpose: Creating a Healthy Workplace Environment Manual

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- Assembly of First Nations Project: Nurses working in First Nations (FN) communities
  - Phase 1: Introduction & Category 1
  - Phase 2: Completion of four categories
- Addressing issues in FN Home & Community Care (HCC) programs
- Developing strategies to address the various issues.
- Including resources and tools, web links, decision trees & policies

# Background

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FN & Inuit HCC Program Quality Improvement Environscan April  
2008 Final Report

- Key Findings & Recommendations

# Methodology

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- Literature review
- Key priority issues identification session with members of the FN Partner HCC Committee
- Input from FN & Inuit HCC nurse coordinators during one day training session completed to date
- Enviroscan
- Review of preliminary documents by the Aboriginal Nurses Association of Canada

# Literature Review & Voices from the Community

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- Nature of Work: HCC Nurses –isolation, working alone, violence
- Complexity of Care, Quality of Care – FN seniors, the aging population and determinants of health- higher risks, higher volumes.
- 2010 Snapshot of FN and Inuit HCC clients
- Growing Demand for Services; Emerging Technologies

# Literature Review & Voices from the Community (cont)

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Historic Trauma Transmission & Cultural Safety

Issues Nurses Face Working in FN Communities

- degree of nursing influence
- wage parity
- insufficient funds

Issues faced by Aboriginal nurses

# Quality Enviroscan – Healthy Workplaces

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## Key issues

- Occupational health & safety strategies
- Staff recruitment, retention & development strategies
- Work load measurement tools
- Best practice human resource policies & practices

# Quality Enviroscan – Healthy Workplaces (cont)

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Integration of traditional FN & mainstream health practices

- 45% very little of actual integration taking place
- 30% well integrated
- 25% moderately integrated

# Quality Project : Roadmap toward Quality

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## **Strategies:**

Building Capacity

Communication & Education

Spreading & Sustaining Quality in  
FNIHCCP

## **Key Outcomes:**

Quality Resource Kit

FNIHCCP Quality Framework

FNIHCCP Program Standards

FNIHCC Quality Network

FNIHCCP Client Safety Campaign

**Healthy Workplaces Guidelines**

# “Creating Healthy Workplace Environments” Manual: A Framework for FN Nursing

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There are five categories:

1. Collaborative practice
2. Developing and sustaining effective staffing
3. Developing and sustaining nursing leadership
4. Cultural competence and cultural safety
5. Workplace health, safety and well-being of the nurse

**FRAMEWORK FOR CREATING HEALTHY WORKPLACE ENVIRONMENTS  
FOR NURSES WORKING IN FIRST NATION COMMUNITIES**



# Phase One: Workplace Health, Safety & Well- being of the Nurse

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## Recommendations:

Health, safety & well-being of the nurse: professional boundaries; personal safety, etc

Occupational health; health promotion & wellness: safe vehicle, dog control, violence-free workplace, etc.

Health Promotion and Wellness

Employee assistance program

Resources: available strategies such as policies, practices and web links are included.

# Phase 2

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To develop the remaining four categories of the framework

- Collaborative practice
- Cultural competence and cultural safety
- Developing and sustaining effective staffing
- Developing and sustaining nursing leadership

# Phase 2 Methodology

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- Key priority issues identification session with members of the FN Partner HCC Committee & FN & Inuit HCC Program Regional Coordinators
- Preliminary review (in person) of the four categories by the FN Partner HCC Committee
- Review (in person) of the four categories by the FN Partner HCC Committee to take place

# Conclusion

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