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Informing Health Human Resource Planning for Nursing

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ABSTRACT

Increasingly databases are being used to inform decisions on funding health services and health human resources. Nursing services comprise the largest single department in almost any setting in which health services are provided. However, nursing databases are inconsistent in what they collect and how they are used. Hence, nursing is limited in its ability to identify what nurses contribute to health outcomes and how nursing resources could be more effectively deployed.

This presentation will provide an overview of the work of the Nursing and Health Outcomes Project. The nursing-sensitive health outcomes and indicators of nurse staffing and quality nursing work environments that are recommended for collection in databases in Ontario will be presented and the implications of these data for future health human resource planning will be investigated. The ability to link with different databases will demand a unique identifier for nurses. The opportunities and challenges to this concept will be examined and the policy implications of a unique identifier for future health human resource planning will be investigated. Finally, recommendations for next steps will be discussed with the goal of obtaining participant feedback into this process. The ability to link health outcomes with provider characteristics is essential for driving future health human resource decisions.

ABOUT THE AUTHORS

Peggy White, BA MN

Peggy received a BA from York University and a MN from University of Toronto. Peggy has an extensive background as a manager in the acute care sector. Peggy is the Project Manager for the Nursing and Health Outcomes Project at the Ministry of Health and Long-Term Care. Peggy co-authored a chapter on Patient Safety Outcomes in the Nursing Sensitive Outcomes: The State of the Science and co-authored a chapter on the Scope of Nursing Leadership in Quality Work Environments for Nurse and Patient Safety.

Sue Matthews, BA MN

Sue has held a variety of nursing positions as a staff nurse, nurse educator, manager, director of inpatient programs, Chief of Nursing and Professional Practice, and now as Provincial Chief Nursing Officer for Ontario. She is also appointed as Clinical Associate Professor at McMaster University and Assistant Professor at the University of Toronto.

Sue holds an R.N Diploma, a Bachelor of Arts in Health Studies, a Master of Health Science Nursing, and is currently enrolled in a Doctorate in Public Health at Charles Sturt University. She is also a Fellow of the Wharton School of Business in Philadelphia.

Heather Campbell, MSN

Heather Campbell is the Director of Practice and Policy at the College of Nurses of Ontario. In this role, she works with the Practice and Policy department in establishing and evaluating nursing practice standards and in developing policy on issues essential to nursing regulation.

Prior to joining the College, Heather held several nursing leadership roles, including Chief of Nursing Practice, Vice-President of Professional Practice and Director, Nursing Education and Research. A nursing graduate of McGill University, Heather received her Master of Science from Boston University's School of Nursing. Heather is cross appointed to the Faculty of Nursing, University of Toronto and to the School of Nursing, Faculty of Health Sciences, McMaster University.