



# **EMPOWERING LEADERS**

2024 UNA  
LABOUR SCHOOL

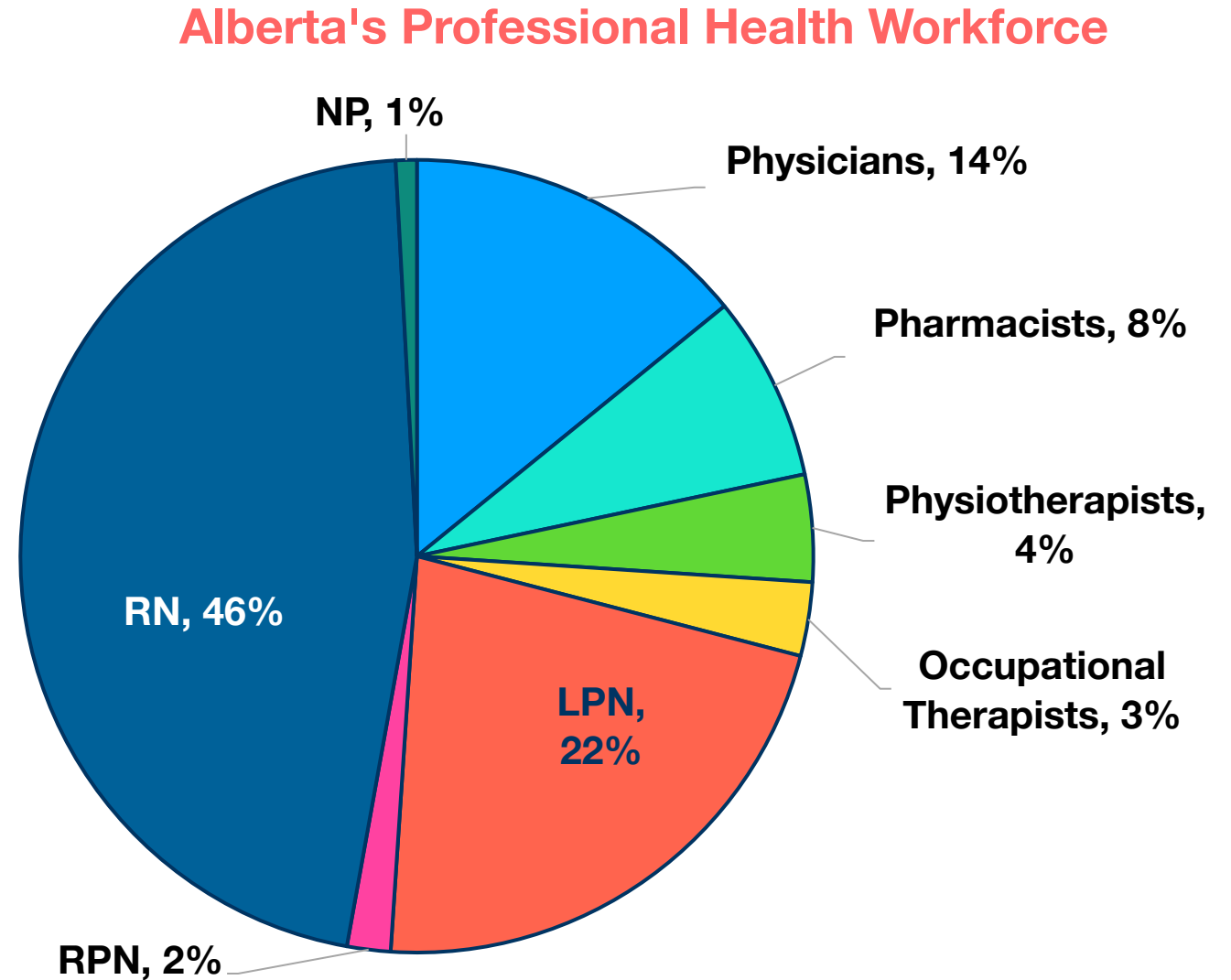
# State of Nursing in Alberta



April 22-25, 2024 | Canmore, AB

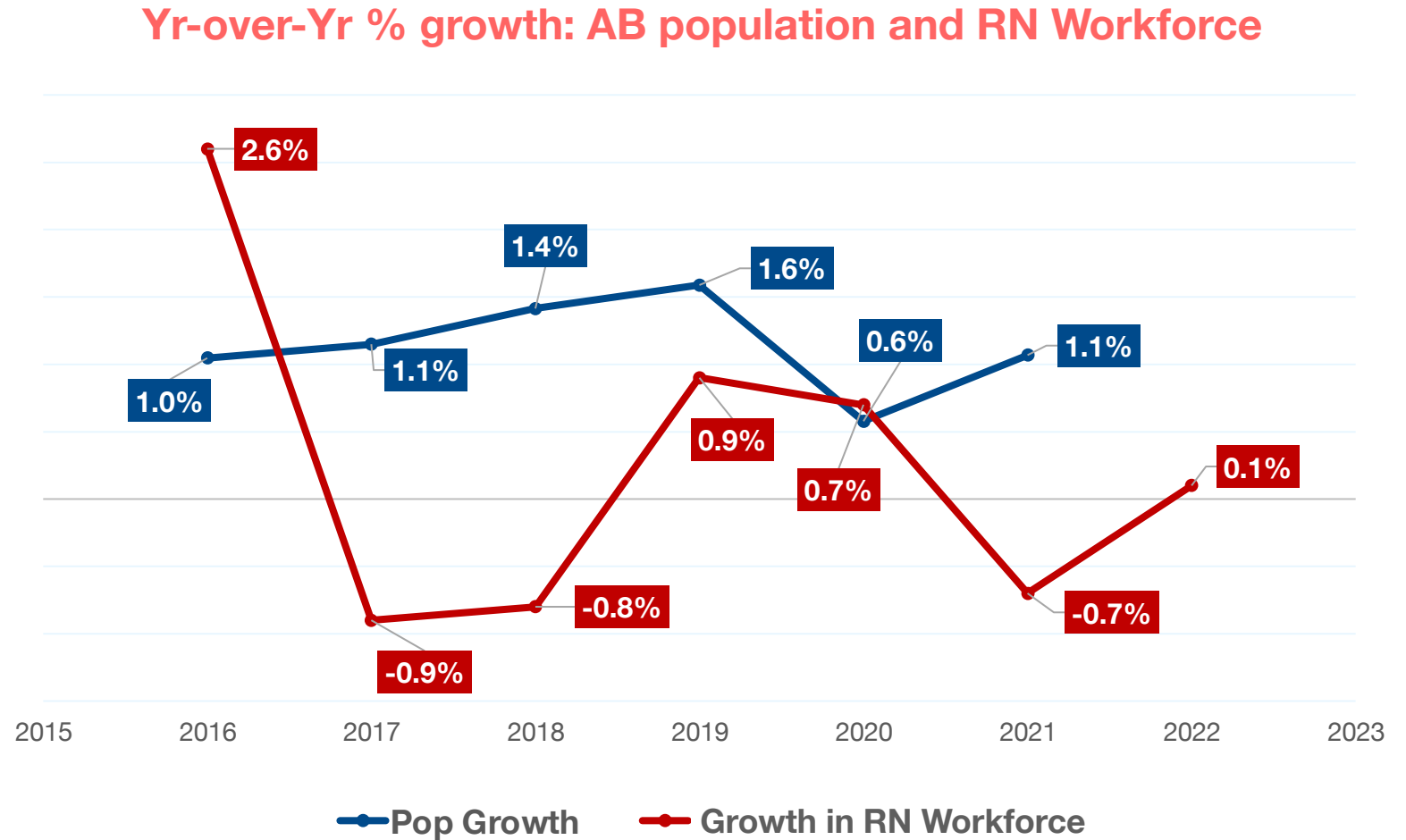
# Healthcare delivery in Alberta depends on nurses

- Half the health workforce in AB are RNs and RPNs.
- Regulated nurses (including LPN and NP) constitute 71% of Alberta's professional health workforce.



# RN growth hasn't kept pace with population growth

- Alberta RN workforce barely grew by 1% from 2018 to 2022, while the AB population grew by 6% over same four-year period.
- In 2023 alone, Alberta's population expanded by 4.4% (N=202,324).

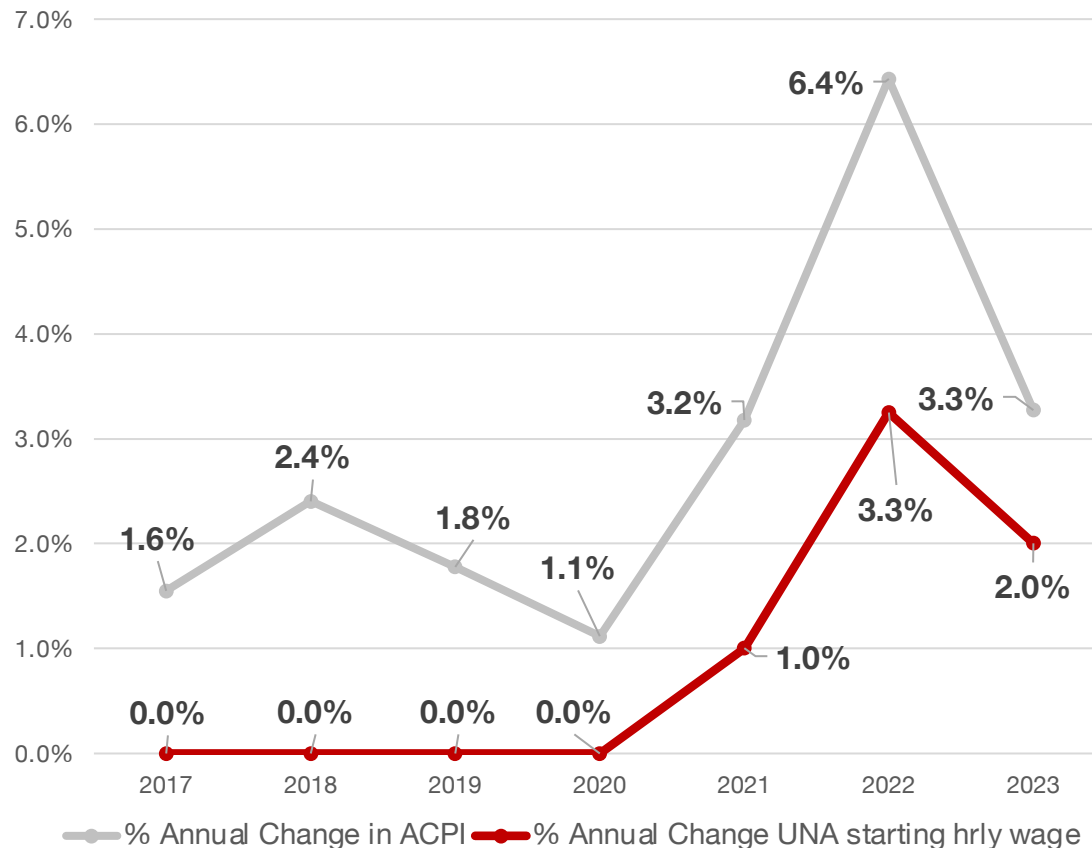


# Alberta's nursing shortage is not new

- Foreseen for at least past 2 decades.
- Worsened by pandemic.
- According to Statistics Canada, RN the number of vacancies in Alberta is estimated to have doubled from 2018 to 2022.
- Global shortage, not only Alberta and Canada competition for limited number of nurses.
- **Alberta must therefore offer excellent pay package, attractive working conditions.**

# INSTEAD....RN wage growth has not kept pace with inflation in Alberta

% Annual Change ACPI & UNA Hourly Wage, over last two Collective Agreements



## % Change 2017-2023

- ACPI (AB Consumer Price Index) 21.4%
- UNA Step 1 hourly rate 6.4%
- In March 2024, Albertans paid 13.5% more for energy products and 3.8% more for food products on a year-over-year basis.
- With a few exceptions, Alberta's inflation rate has been one of the highest in the country over the past year.

# INSTEAD....

- RN wages in Alberta have begun to fall behind RNs in other jurisdictions:
  - UNA no longer has the highest
    - starting pay rate
    - on call-rate
    - shift premiums

# INSTEAD...

- **Increased use Mandatory OT:**
  - In 2023 AHS reported an average of roughly 500 hours of mandatory OT per week.
- **Increased use of Agency nursing :**
  - In 2023 AHS used an average of 320 agency RN placements per week.
- **Agency Nurse Usage will continue in 2024-25:**
  - On April 11, 2024 AHS put out a request for expression interest for provincial agency clinical staffing that will help “reduce costs” using “innovative business models for service delivery and costing.”
  - The majority of agency staff has been and is expected to be RNs (by a factor of at least three).



# Increasing discomfort over inadequate staffing:

(UNA Surveys) What is the most important issue facing nurses (Open-ended)

	<i>Fall 2019</i>	<i>Fall 2023</i>
Inadequate staffing	39%	<b>66%</b>

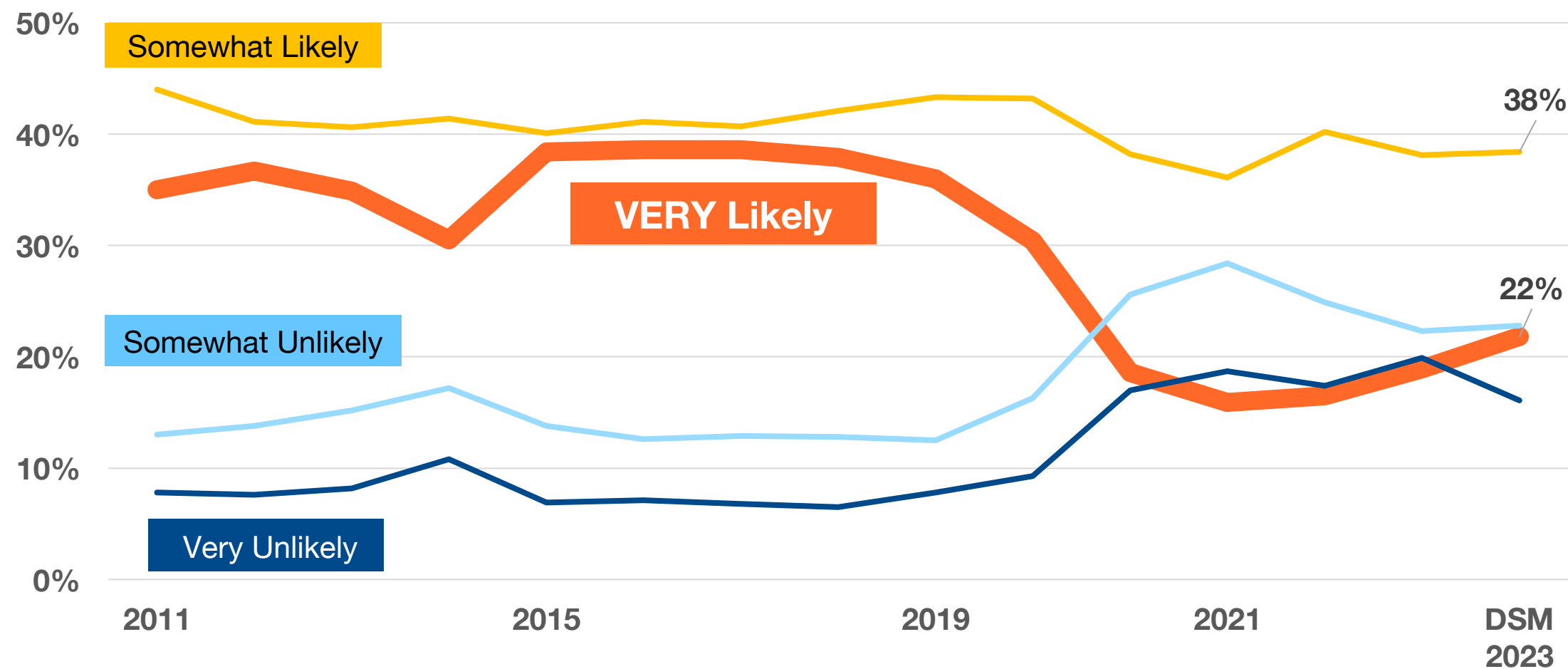
# More Stressful working conditions

- Only a fifth of nurses report that they have worked with a full team of RNs/RPNs on all of their 5 previous shifts.
- In the past 3 years between a quarter and a third reported working short on ALL 5 previous shifts.

# Less positive about nursing as a career

- In 2016, 4 in 10 nurses reported they were **very** likely to recommend nursing as a career.
- In the fall of 2023 only 2 out of 10 nurses responded they were very likely to recommend nursing as a career.

# Likely to Recommend Nursing as a Career 2011-2023



# Questions?



Thank you!

