

SAFE STAFFING SAVES LIVES



Registered Nurses' Union

Newfoundland & Labrador



Safe staffing starts in your community

It affects whether patients receive care when they need it, whether nurses can safely manage their workloads, and whether families can rely on public healthcare close to home.

THE EVIDENCE IS CLEAR

In acute care hospitals, unsafe staffing leads to:

7%



higher odds of patient death for every additional patient added to a nurse's workload.



1 in 4



nurses reporting necessary patient care is left undone due to understaffing.



~50%



of nurses reporting burnout symptoms linked to unsafe workloads.



2-3x



higher likelihood nurses leave their jobs when burnout and unsafe staffing persist.



WHY THIS MATTERS IN YOUR COMMUNITY



PATIENTS EXPERIENCE DELAYS AND MISSED CARE

Important care can be delayed, missed, or harder to provide safely when staffing is inadequate.



NURSES ARE PUSHED BEYOND SAFE LIMITS

Unsafe workloads increase burnout, injury, and turnover — making it harder to keep experienced nurses at the bedside.



COMMUNITIES LOSE STABLE ACCESS TO CARE

Critical staffing shortages can mean service disruptions, ER Closures, and more travel for care.



RECRUITMENT AND RETENTION SUFFER

Burnout and unsafe workloads make it harder to recruit and retain nurses in your community.



THE LOCAL QUESTION:

What does safe staffing look like in your district?
What would it mean for patients, families, and nurses you represent?

♥ Safe staffing saves patients.



Safe staffing saves nurses.



Safe staffing saves healthcare.

SIX SOLUTIONS FOR SAFER CARE

RNU is calling for practical, province-wide solutions that stabilize staffing, improve access to care, support nurses, and protect the public healthcare system.

1

PUBLIC TRAVEL TEAMS AND TRAVEL LOCUMS

Create and fund public travel teams and expand travel locums to stabilize rural, remote, and hard-to-staff sites.



Helps your community by reducing service disruptions and keeping public dollars in the public system.

4

NP AUTONOMY AND SUSTAINABLE FUNDING

Enable Nurse Practitioners to practice to their full scope and provide a sustainable, publicly funded model for NP-led care.



Helps your community by improving access to primary care and reducing travel and wait times.

2

CORE STAFFING REVIEW

Complete a comprehensive review to ensure staffing levels reflect today's patient needs, acuity, and safety risks across all settings.



Helps your community by matching staff to real demand so care is safer and more reliable.

5

RETENTION INCENTIVES

Implement meaningful incentives, supports, and workplace improvements that help experienced nurses stay in the public system.



Helps your community by reducing turnover, overtime, and burnout—and stabilizing care close to home.

3

INVEST IN NURSING STUDENTS

Provide paid clinical placements, mentorship, and clear pathways from education to employment in NL.



Helps your community by building the next generation of nurses who will care for your community.

6

INDEPENDENT HEALTH SECTOR SAFETY COUNCIL

Establish an independent council to address violence, injury prevention, enforce safety standards, and promote a culture of safety.



Helps your community by making healthcare settings safer for patients, families, and staff.

WHAT GOVERNMENT MUST DO NOW

DEDICATED SUSTAINED INVESTMENT



Invest in safe staffing, NP-led care, retention, students, rural and remote supports, and workplace safety.



SAFE STAFFING LEGISLATION

Set enforceable staffing standards, mandate public reporting, and protect nurses from unsafe workloads and excessive overtime.



PUBLIC ACCOUNTABILITY

Publicly report on vacancies, overtime, agency use, workplace injuries, and progress toward staffing targets.



Invest in Nurses. Legislate Safe Staffing. Protect Patients.

