

## General

**Q. What is Late Career Nurse Initiative?**

- A. The Late Career Nurse Initiative (LCNI) is a component of the Nursing Strategy intended to support Late Career Nurses who are working in hospitals and long-term care homes to remain in the workforce by providing less physically demanding alternate/expanded roles for a portion of their work time. This initiative is meant to mitigate the trend of early retirement among nurses. Funding is used for salary replacement costs, to allow nurses over the age of 55 to spend 0.2 FTE of their work time.

**Q. What is the Nursing Strategy?**

- A. The Nursing Strategy is now in its fourth year of implementation. The strategy is designed to address the core issues affecting nurse recruitment, retention and supply so that nurses are there when and where they are needed and make Ontario the employer of choice for nurses.

This comprehensive strategy was created through consultations with nursing leaders and front line nursing staff to address the core reasons for instability in the nursing workforce. It is a part of a broader Health Human Resource Strategy that will improve access to care, reduce wait times and improve patient outcomes by increasing recruitment and retention of health care professionals.

**Q. Why has the government introduced a Nursing Strategy?**

- A. Ontario is facing a nursing shortage that will grow worse over the next few years because there will be more nurses leaving the profession than will be graduating from nursing programs.

The Nursing Strategy has been designed to address the reasons that nurses leave the profession and that young people (or people who are seeking a new career) are not choosing to enter nursing. Each initiative in the strategy supports nurses to remain in the profession and the province:

- New graduates will be better prepared for the workforce and have a greater chance of getting a full-time job;
- New nurses, nurses seeking new opportunities within the profession and student nurses will be supported through mentorship/preceptorship programs;
- Late career nurses will be able to spend part of their work week in a less physically demanding role, making it easier for them to remain in the workforce and allowing other nurses to benefit from their skills and experience

**Q. What are the benefits of participating in this initiative?**

- A. The potential and desired benefits of the late career initiative as noted in the LCI applications submitted to the Ministry and NHSRU process evaluation findings are multi-faceted and can be summarized as benefits to the organization, nurse participants and patients.

### Organization

- Late career nurses will work longer, potentially decreasing further shortages within the nursing workforce.
- Retention of experienced nurses, lessening costs associated with turnover.
- Late career nurses act as role models to new nurses.
- Provide time to late career nurses to focus on projects for which time is not usually available

### Late Career Nurse

- Decreases in physical and mental stress
- Opportunities to engage in new learning and gain a different perspective on health care
- Opportunities to transfer knowledge prior to retirement
- Acknowledgement of the value of LCNs and their knowledge

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# Questions and Answers

- Opportunities to make a difference to nursing care and support other nursing staff
- Opportunities to engage in organizational research and develop recommendations
- Engaging with patients in other roles
- Participating in practice enhancements leading to increased patient satisfaction

## Patients

- Increased knowledge as a result of education programs
- Increased patient satisfaction with the improvement of nursing satisfaction
- Improved clinical outcomes as a result of the implementation of standardized approaches to patient care

## Eligibility

### Q. **Who can apply for funding for this initiative?**

- A. All hospitals and long term care homes may apply for the late career initiative. In order to be eligible to apply for funding the organization must verify that the following criteria have been met:
- The organization applying for funds is a MOHLTC funded health care organization that employs nurses.
  - The organization applying for funds has the infrastructure to support successful implementation of the initiatives. This may include physical infrastructure, nursing education or professional development initiatives and management supports.
  - Organizations that have nurses over 55 who would remain in the workforce and participate in the initiative for 20% of their time.
  - All funds will be applied solely for the purpose intended (staff replacement costs while nurse is acting in the alternate role).
  - The organization applying for funds must not have previously received funding in the 2007-08 fiscal year for the same initiative from other sources, including MOHLTC.

### Q. **Who are eligible to participate?**

- A. A Registered Nurse (RN), RN in Extended Class (EC), or Registered Practical Nurse (RPN) that is 55 years of age or older and are currently providing direct patient care can participate in this initiative.

### Q. **Are part-time nurses eligible to participate?**

- A. Yes. Part-time nurse work in physically demanding roles too that may provoke earlier retirements. The LCNI enables eligible and interested part-time nurses (i.e. 0.5 FTE) to spend one day every two weeks in a less physically demanding alternate nursing role.

### Q. **Can a retired nurse participate in this initiative?**

- A. No. This initiative is meant to mitigate the trend of early retirement among nurses. It is designed to support late career nurses to remain in the workforce by offering opportunities to use their nursing, knowledge, skills and experience in rewarding alternate roles.

### Q. **What are alternate roles?**

- A. Suggestions for alternate roles include Mentoring programs, Educator Role for Patients/Residents and staff, Leadership and Professional Development Activities, Research, Education on Injury Prevention, Preceptoring, Managing Schedules, Family Educator, and Family Support contact person. These roles must be created for a minimum of 3 months.

*Note:* It is important to ensure that late career nurses are working in roles that are mutually satisfying to both the employer and nursing staff; therefore, it is imperative that employers engage late career nurses in the development of roles and program design.

## **Process and Participation**

**Q. How will the process work?**

- A. Employers are invited to apply online for funding, indicating how the organization will implement the initiative. The review process will take into account the organization's readiness to implement, evidence that the organization has consulted with nurses in their organization and efforts to build partnerships.

Please refer to the guidelines for detailed steps in completing the application.

**Q. How can we be sure that we are meeting all the requirements of the application?**

- A. It is very important that all applicants carefully review the guidelines and sample applications. These documents lay out the requirements and the level of detail that the Ministry will be looking for when reviewing applications. If an application is missing some of the required information or the application is not complete, the application will not be considered for review.

Be sure to include all of the information required and remember to include two printed copies to the Nursing Secretariat along with signature page.

Applicants with questions can also contact the MOH Service Desk at 416-327-4357 or 1-800-707-8493 outside GTA.

**Q. How were funding recommendations made?**

- A. The Ministry will review the applications based on the eligibility and review criteria in the application guidelines. Each application will be scored according to the submitted information.

Please refer to the guidelines for the lists of criteria.

**Q. When will we know if we are approved for funding?**

- A. The Ministry understands the importance of communicating decisions in a timely manner to allow organizations to begin with implementation. We will advise applicants in writing as soon as a decision has been made on their application. All effort will be made to notify the applicants as soon as possible following the review and approval process.

**Q. Where will I send the signed application form?**

- A. Completed and signed application forms must be submitted to:

**The Nursing Secretariat  
56 Wellesley Street West, 12<sup>th</sup> Floor  
Toronto ON M5S 2S3**

Note that late submission or in-progress applications will not be reviewed. Please ensure that the Ministry received original copies and not photocopies or faxes.