



2022 Strategic Plan



NSNU STRATEGIC PLAN

Vision, Mission and Values

Vision: We embrace our courage to lead, our confidence to challenge and our commitment to care.

Mission: We advance the social, economic and work lives of nurses.

Our Values:

- Integrity and professionalism
- Accountability and transparency
- Compassion and caring
- Democracy
- Solidarity
- Political action
- Universal health care

Strategic Direction 1

Equity, Diversity and Inclusion

NSNU intends to become leaders in equity, diversity and inclusion. We aim to embrace and respect different cultures. This means being culturally sensitive and challenging instances where there is racism. Our workplaces must feel safe for nurses, patients, visitors and other colleagues.

GOAL 1: Lead an initiative to significantly increase knowledge and awareness of equity, diversity and inclusion.

GOAL 2: Support NSNU to help create safe spaces for themselves and others.

Strategic Direction 2

Hold Employers Accountable for Safe Workplaces

Work for all employees should be safe. Yet, the health care system has earned the highest injury rates in the province. Progressive initiatives are required to right our ship. Investment in safe workplaces have real benefits in retention of nursing personnel, higher levels of morale, and for mental health and well-being of nurses.

GOAL 1: Increase awareness of nurses' rights in their workplaces.

GOAL 2: Empower our members to assert their rights.

Strategic Direction 3

Work With Employers to Develop a Suite of Options to Retain Nurses Throughout Their Career

For years, there have been urgent calls to address the nursing shortage. Currently, there is a waitlist for nursing seats at a time when there is a steady increase in the number of nurses who have a tenure of less than two years. This is occurring in an environment where nursing supervisor positions no longer exist on units. The valued mentorship and support supervisors provided to nurses has been left behind.

GOAL 1: Negotiate language in the upcoming Collective Agreement that compels employers to offer a significant orientation and mentorship program.

GOAL 2: Undertake research regarding the underlying causes of nurses considering leaving and/or the profession early and/or decreasing their FTE.