We Research
Registered Practical Nurses Association of Ontario

Empowering Nurses for Resilience in Home and Community Care: **A Path to Progress**

We RPN
Registered Practical Nurses Association of Ontario

Program Objectives

To have Registered Practical Nurses (RPNs) in Home and Community Care complete a comprehensive review of the self-care resources available to identify gaps in the resilience toolkit.

Purpose

- Self-care resources have been a priority for WeRPN since 2016 based on feedback from members and the nursing community.

- Research findings from a study examining the resilience of RPNs in home and community care (HCC)[1] were investigated by an expert panel of RPNs, nurse leaders, and researchers from HCC to provide insight into the strengths and opportunities for using WeRPNs' self-care toolkit.

- The outcomes of the advisory group have been used to help advance, refine, and develop practical, applicable and usable resources for nurses.

Additionally, to examine the effectiveness of the WeRPN self-care resources, WeRPN in collaboration with a Western University Social Science Team, received a Humanities Research Council of Canada Partnership Engagement Grant for the study "Resiliency on the Job as a Home Care Nurse: Experiences of Registered Practical Nurses to Inform Recruiting, Retaining and Revitalizing this Workforce."

[1] Through virtual focus groups, WeRPN evaluated resilience resources and how they may be used in the Home and Community sector.

Process

The findings were presented in 3 virtual focus groups. Participants completed a phased review of the 4 domains of self-care: mental, physical, emotional and social well-being.
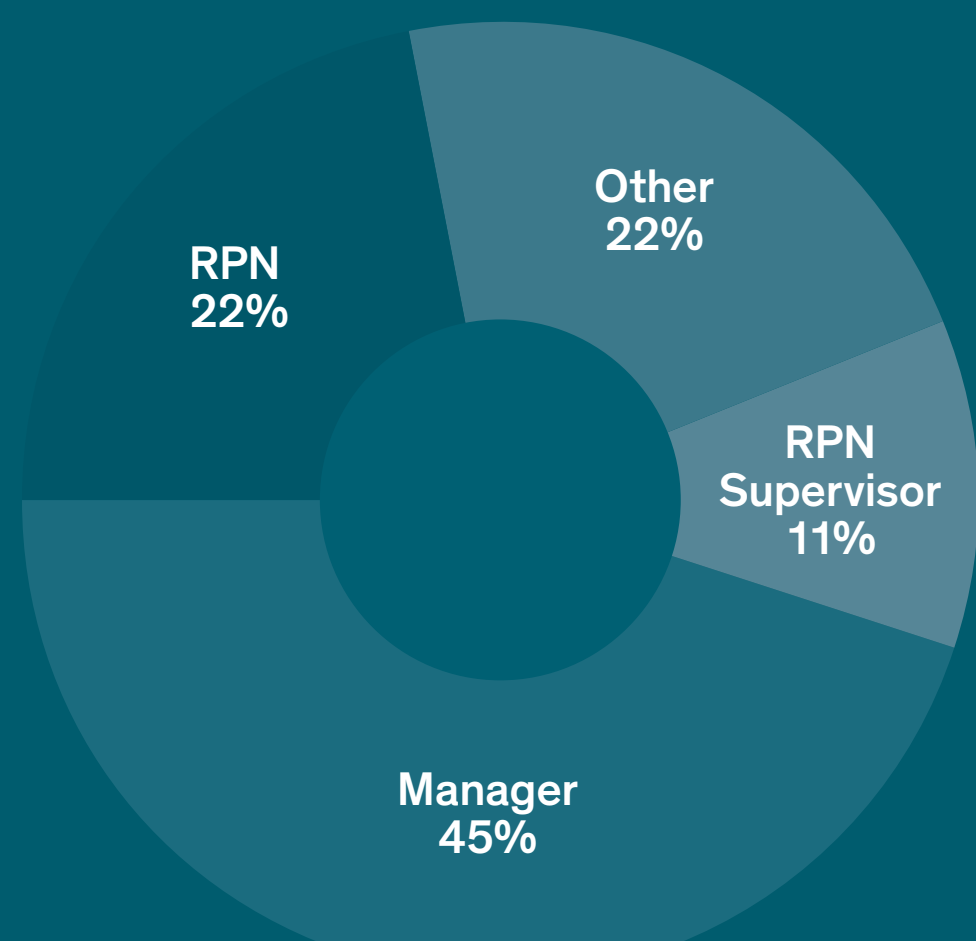
RPN SELF-CARE

Mental → Physical → Emotional → Social
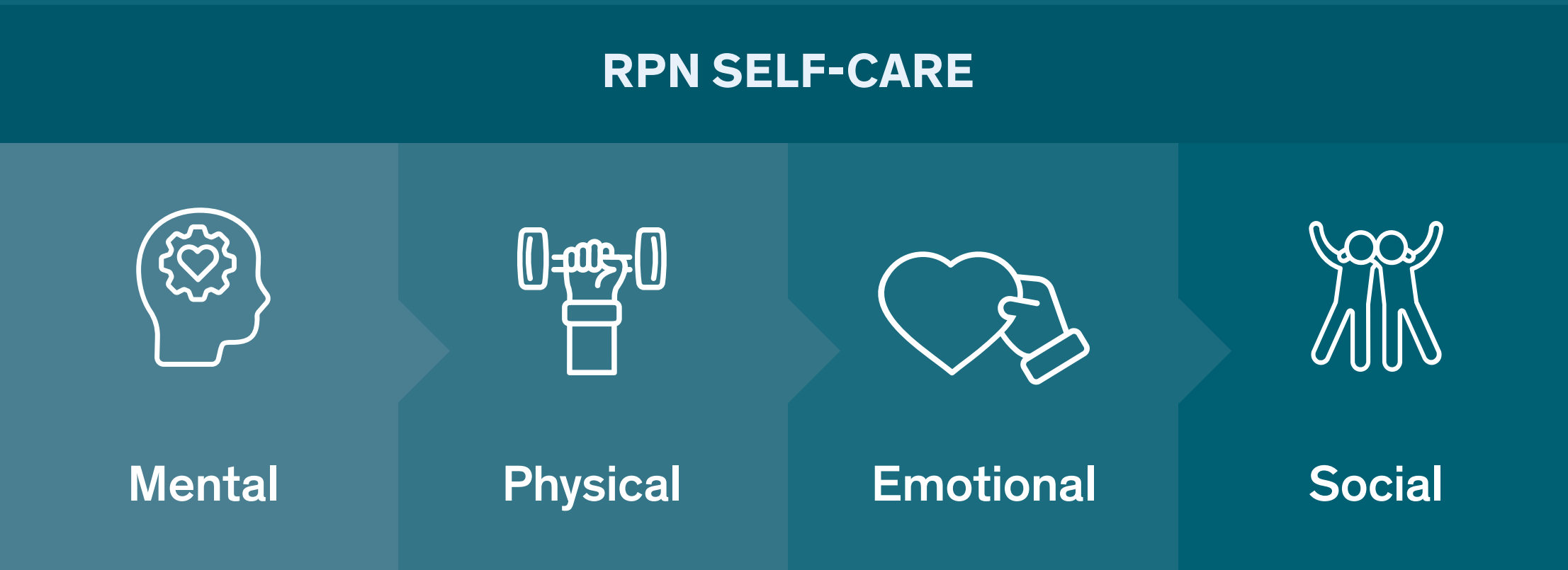
Who was involved

The focus group consulted 3 direct care RPNs, 5 RPN supervisors/managers who worked directly with UPCs, and 2 program managers.
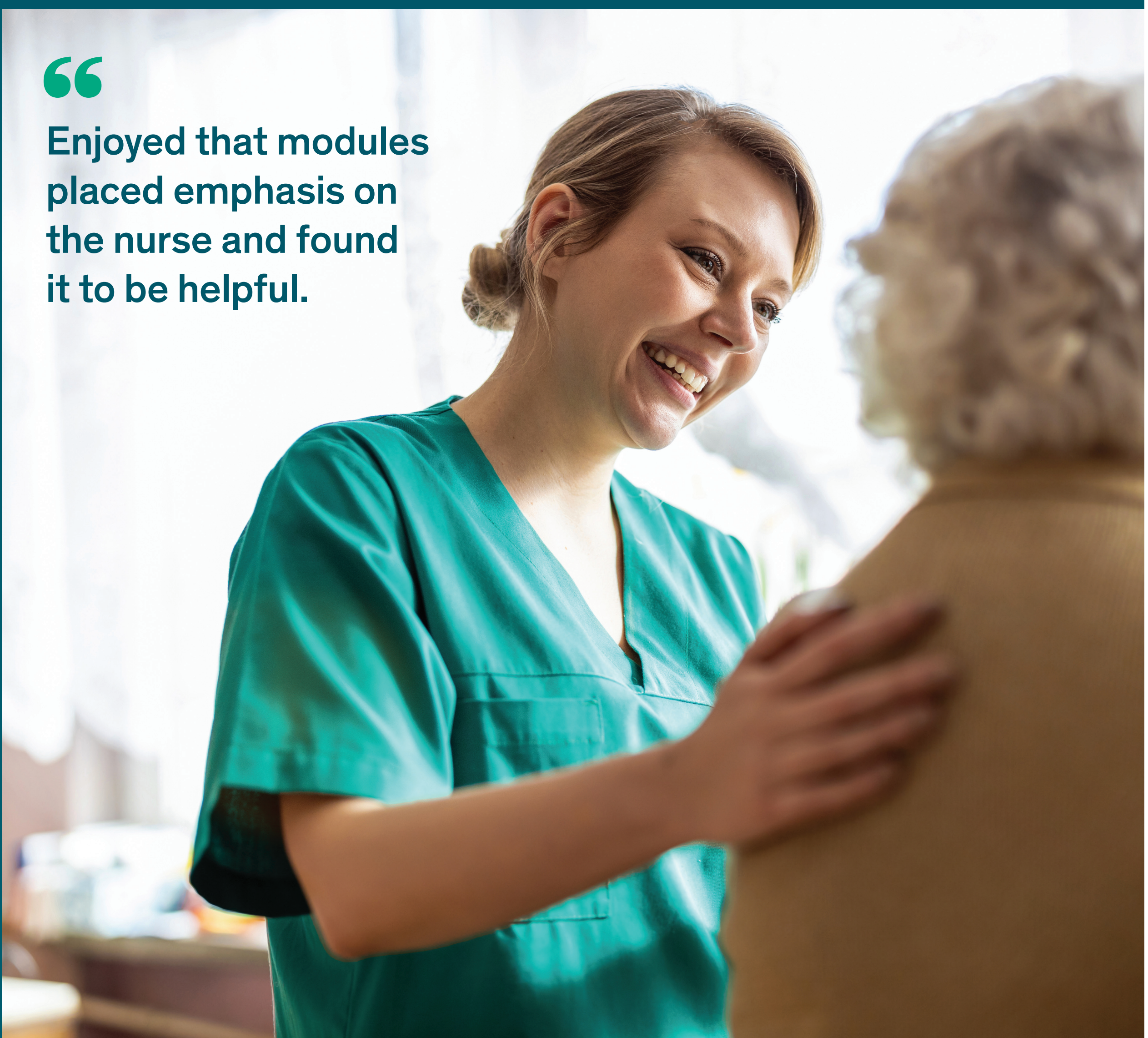
PARTICIPANTS

RPN: 22%
Other: 22%
RPN Supervisor: 11%
Manager: 45%

RPN 22%
Other 22%
RPN Supervisor 11%
Manager 45%

> "Enjoyed that modules placed emphasis on the nurse and found it to be helpful."

Implementation Framework

PHASE 1
- Introduction on the roles and contributions of panel members
- Presentation of findings on the resilience of RPNs working in HCC from The Connelly Research Team
- WeRPN presentation of resilience resources focusing on domain 1 (mental well-being), and domain 2 (emotional well-being)
- Walkthrough on how to access resources and technical support

PHASE 2
- Group feedback on domains 1+2 and the feasibility of implementing the resilience resources in HCC sectors
- WeRPN presentation/orientation of resilience resources focusing on physical and emotional domains

PHASE 3
- Presentation of findings based on feedback from panel experts
- Group feedback and discussion of the implementation process and outcomes
- Analyze findings
- Future work to implement findings within the WeRPN practice resources

FIGURE 1
Feedback on domain 2 – Emotional well-being resource

A 3.7
B 4.5
C 3.8
D 4.3
E 4
F 3.2
G 4

- **A** This module was easy to find (3.7)
- **B** This module was easy to navigate (4.5)
- **C** The content from this module is applicable to our organization (3.8)
- **D** This module is easy to adapt to our organization (4.3)
- **E** These resources fill a need in our organization (4)
- **F** This module has content that helps RPNs feel appreciated and included (3.2)
- **G** This module is representative of individuals working for our organization (4)

FIGURE 2
Cumulative Feedback
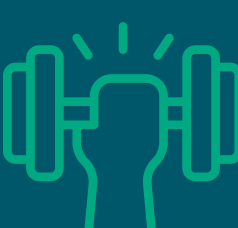
Strengths
Evidence-based, strong definitions and explanations

Opportunities for retention
Onboarding, regular in-service training and exploring innovative methods for engaging in resources on the job

Areas for improvement
Increased healthcare focus, addressing different learning styles

Barriers to implementation
Time, buy-in and accessibility

IDEA Framework (Inclusion, Diversity, Equity, Accessibility)

Nurses identified areas for improved content delivery across all sectors. The IDEA framework has been structured to provide guidelines, principles, or concepts for what nurses could expect moving forward.

Inclusion
- Provide examples and real day-to-day pieces.
- Interactive scenarios should be kept short.
- Nurses modelling for nurses to ensure representation.
- Include all healthcare providers (don't limit to RPNs).

Equity
- Resources are adapted through various learning modes (e.g., audio, visual, podcast).
- Include closed captions on videos.
- Include images, evidence and links along with the resources to illustrate the positive impact self-care has on the brain.

Diversity
- Real-life stories from nurses of different ethnicities and disabilities to help nurses connect with their own experiences.
- Include examples of acute care and long-term care to build context for nurses outside these sectors.

Accessibility
- Incorporate into WeRPN workshops. Model the resources during outreach and workshops to remind nurses that they are available.
- Build awareness that, as providers, our emotions are important. Bring forward tools from nurses across sectors, demographics and geographical regions.

> "Good resources for leaders due to the lack of resources and tools available."

> "Wonderful tool by way of prevention."

> "Could be used as a management resource for employees."

Ongoing work and areas of improvement

Implement the IDEA Framework and strengthen partnerships with Home and Community Care RPNs. WeRPN to disseminate practice resources to demonstrate continued support of nurses in their self-care journey.

References

Connelly, D. M., Smith-Carrier, T., Butler, E., Prentice, K., Garnett, A., Snobelen, N., & Calver, J. (2024). Resilience in home and community care registered practical nurses: a scoping review. Home Health Care Services Quarterly, 43(4), 259–284. https://doi.org/10.1080/01621424.2024.2349526

Resilience for working in Ontario home and community care: registered practical nurses need the support of themselves, family and clients, and employers. BMC Health Serv Res 24, 1157 (2024). https://doi.org/10.1186/s12913-024-11635-3

Correspondence Contact Information
Annette Weeres – WeRPN
aweeres@werpn.com