

### **Strengthening Support for Nurses and Healthcare Workers**

WHEREAS nurses and healthcare workers deliver essential healthcare services to residents of the Northwest Territories, including in rural and remote communities that present challenging operating conditions;

AND WHEREAS the delivery of quality healthcare in the Northwest Territories depends on a stable, well-supported workforce of regulated healthcare professionals, including nurses and allied health workers;

AND WHEREAS healthcare workers are suffering from increased workloads and staffing shortages that contribute to low morale, burnout and reduced staff retention which in turn leads to disruptions in continuity of patient care;

AND WHEREAS management practices of the Northwest Territories healthcare system are currently under review through the appointment of a public administrator;

AND WHEREAS recruitment and retention of nurses and healthcare workers remain a serious challenge and require proactive review of management and labour policies to ensure fair treatment, safe working conditions and adequate professional support to improve working conditions and job satisfaction;

AND WHEREAS access to health care and addressing the effects of trauma is a priority of the 20th Assembly;

NOW THEREFORE I MOVE, seconded by the member for Monfwi, that the Northwest Territories Legislative Assembly undertake a comprehensive review of healthcare management practices, bargaining structures and labour policies, in consultation with nurses, labour unions, independent professional associations, frontline healthcare workers, and other key stakeholders to identify and recommend measures that:

(i) reinforce workplace protections for nurses and healthcare workers, including improved work-life balance initiatives, competitive compensation, and mental health supports;

(ii) address management practices that contribute to low workplace morale, fostering a supportive and collaborative working environment;

Date of Notice: March 11, 2025  
Date de l'avis : 11 mars 2025

Date of Introduction:  
Date de présentation :

Disposition:  
Disposition :

Carried:  
Adoptée :

Moved by:  
Proposée par :

Seconded by:  
Appuyée par :

Ruled Out of Order:  
Déclarée irrecevable :

Ms. Morgan  
M<sup>me</sup>. Morgan

Mrs. Weyallon Armstrong  
M<sup>me</sup>. Weyallon Armstrong

(iii) strengthen recruitment and retention strategies for nurses and healthcare staff through focused incentives and stable workforce planning;

(iv) increase accountability in the administration of healthcare in the Northwest Territories to ensure that policies reflect the realities of frontline work and lead to real improvements in working conditions in all healthcare settings including hospitals, health centres and health cabins;

AND FURTHER, that the Legislative Assembly engage thoroughly with labour unions, professional associations, health agencies and Indigenous governments to ensure that these measures accurately reflect the needs of healthcare workers in the Northwest Territories;

AND FURTHERMORE, that the comprehensive review of healthcare management practices, bargaining structures and labour policies be referred to the Standing Committee on Social Development for further study.