Saskatchewan
Nurse Retention Forum

Feedback - Post Event Survey Summary

What Participants Told Us

Thirty-four participants completed the post-Forum survey.

The *Saskatchewan Nurse Retention Forum* received an average rating of **4.3 out of 5**, with **82% of respondents rating it a 4 or 5**.

Following the Forum:

- **82% felt more hopeful** that improvements can be made in healthcare.
- **53% felt more pride** in the nursing profession.
- **94% rated their likelihood of implementing something they learned at 3 or higher out of 5, and 68% rated it a 4 or 5.**

Participants identified actions that can begin at every level.

As individuals, we can:

- Welcome, mentor and support new nurses, students, internationally educated nurses and colleagues transitioning into new roles.
- Create a positive workplace culture through kindness, respect, appreciation, belonging and psychological safety.
- Speak up, advocate and participate actively in finding solutions.
- Listen to colleagues and ask what they need to remain in their roles.
- Be present, curious and willing to engage in difficult conversations.
- Provide practical support, including knowledge sharing, onboarding assistance, shift flexibility and attention to workplace safety.
- Focus not only on why nurses leave, but also on understanding and strengthening the conditions that help nurses stay.

As teams and organizations, participants emphasized:

- Establishing formal mentorship, preceptorship and onboarding programs, supported by protected time and meaningful incentives.
- Listening to frontline nurses and involving them in designing solutions.
- Following through when concerns and ideas are raised.
- Strengthening leadership presence, skills, accountability and engagement.
- Moving from a management mindset toward a leadership and problem-solving mindset.
- Recognizing that retention is a patient-safety issue as well as a workforce issue.
- Creating psychologically safe, supportive and appreciative workplace cultures.
- Improving workloads and workflows, scheduling, role utilization, work-life balance and opportunities for professional development.
- Adapting solutions to local teams and communities rather than relying on one standardized approach.
- Removing silos and encouraging collaboration across roles, designations, departments, unions and organizations.
- Reviewing outdated practices and addressing processes that create unnecessary frustration or barriers.

At the system level, participants consistently suggested that implementation will require more than good ideas. They identified the need for:

- Dedicated funding, protected time, staffing and implementation support.
- Clear ownership, accountability and follow-through.
- Committed leadership that is willing to act and share decision-making authority.
- Frontline nurses and nurses from all designations having a meaningful place at policy and decision-making tables.
- Alignment among government, health-system leadership, unions, educators, regulators, communities and frontline staff.
- Investment in mentorship, simulation, clinical education, rural education supports and professional-development pathways.
- Compensation and contracts that are competitive with other jurisdictions.
- Improvements to hiring, recruitment and internal mobility processes.
- Greater flexibility for local teams to test and implement solutions.
- A shift away from short-term budget decisions toward understanding the broader operational and financial value of retention.

The message from participants was clear: Saskatchewan is not short on ideas. Nurses understand many of the conditions that help people stay. The next step is creating the leadership, capacity and accountability needed to move those ideas into action.

Selected Anonymous Participant Comments (edited for spelling, clarity and length):

- *"It was a very valuable day. I would like to see more opportunities like this."*
- *"The information presented was very impactful. The way you brought nurses together showed that the profession has strength and leadership in many different areas."*
- *"The Forum served as an excellent platform for collaboration among leaders, educators and nurses across all designations."*
- *"The Forum made me see that we are all seeing the same problems across Saskatchewan and Canada. We need to provide supports for nurses to thrive, not just survive."*
- *"I believe nurses hold the solutions. There are still things within our control, and we do not have to solve the problems all at once."*
- *"I really appreciated the thoughtful planning and the wide range of guests and presentations."*
- *"Thank you. The Forum was well done. I just hope changes really do happen."*

For further planning, the most consistent constructive feedback was the desire for:

- more audience discussion and question time,
- a longer Forum or co-design period,
- opportunities for workplace teams to work together,
- improved audio at the back of the room, and
- broader representation and evidence from across nursing groups and designations, including LPN and NP perspectives.