

50
Years
Strong

what's
JANUARY
nu?



Surviving
Winter

highlights

AGM 2026
Injury Prevention
Bargaining Conference

COURAGE TO *lead* · CONFIDENCE TO *challenge* · COMMITMENT TO *care*

Highlights



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Land Acknowledgement

The Nova Scotia Nurses' Union sits on and operates in Mi'kma'ki, the traditional and unceded territories of the Mi'kmaq.

As settlers and visitors of Nova Scotia we acknowledge the importance of these lands, which we call home. We are all Treaty People.

We do this to reaffirm our commitment and responsibility to improve relationships between nations, to work towards healing the wounds of colonialism and to improve our own understanding of local Indigenous Peoples and their cultures.

We honour and offer gratitude to those ancestors of African descent. We recognize that African Nova Scotians are a distinct people whose histories, legacies and contributions have enriched that part of Mi'kma'ki known as Nova Scotia for over 400 years.

Member Profiles

To update contact information and union status, go to nsnu.ca/MembersOnly (login credentials required) and locate **Update Profile Info**. This includes changes of names, addresses, emails, phone numbers, place of employment, work status and designations.

New members to the NSNU will continue to complete an online form located at nsnu.ca/education/orientation.

Locals are encouraged to remind new grads and new members to complete the form so they will receive notices, promotions and other information.



President's Notebook

Recruitment & Retention Innovation

One quick google search and you will find that the top concern and resulting priority in most nursing circles is the ongoing shortage of nurses, exacerbated by a wave of retirements, moral and physical injury, and high turnover rates. Healthcare organizations, including unions, are focused on improving retention strategies, offering competitive compensation, and streamlining the credential recognition process for newcomers to fill the gaps.

With that in mind, the NSNU and other unions within the Nova Scotia Council of Nursing Unions set out to address this issue in the last round of bargaining, successfully brokering a commitment on the part of government and employers to invest financial resources, and strategically allocate time, energy, attention, and talent to align with our R&R goals.

The Recruitment and Retention Innovation Fund negotiated by the Council of Nursing Unions prioritized the importance of ensuring the supply of nurses in every unit and region of Nova Scotia through innovative and effective recruitment and retention practices. As of November 1, 2023, the employers were compelled to allot a one-time Recruitment and Retention Innovation Fund in the amount of \$3 million to be shared propor-

tionately across Nova Scotia Health and IWK Health. The funds are available to support initiatives that:

- » *Provide innovative recruitment and retention options for nurses that benefit the specific needs of a particular site/geographic area.*
- » *Create positive change in patient and family centered care.*
- » *Align with organization and provincial health priorities.*
- » *Have a positive impact on staffing and/or employee experience within the nursing workforce.*

The Zone or IWK Labour Management Committees were tasked with directing the funds toward targeted, time-limited strategies and recruitment of hard to fill nursing positions, such things as the opportunities for career development and, to some extent, self-preservation.

Investment initiatives include:

UNB Psychological Safety Course - The University of New Brunswick (UNB) offers a self-paced, online Certificate in Becoming a Psychologically Safe & Inclusive Employee.

Janet Hazelton
BScN RN, MPA, ICD.D



AIR Resilience - An effective, flexible, and cost-efficient program for at-risk nurses aimed to build resilience - Reference (Air-Institutes.com)

CIINDE Course - The Comprehensive Holistic Nurse, Nurse Coach & Consultant Certificate Program is a 10-month experience requiring approximately 6 hours of study per week. Self-care, healing, and professional growth are key components.

IPPL Education Program Augmentation - Funding for LPNs enrolled in RN programs to be paid, as well as RNs enrolled in NP programs.

Library Services - Provide and promote select e-books to support the development of nurses on key topics related to EDRA, workplace culture and environment.

Individual Development - Supporting individual development of nursing staff is a strategic approach to enhance knowledge, skills, and abilities, improve job satisfaction, and ultimately elevate patient care via workshops, online courses, conferences, certifications, etc.

Wellness - A holistic approach (mind, body, spirit) to the types of wellness initiatives including stress management workshops, mindfulness sessions, fitness classes, meditation/spiritual spaces, massage chairs, exercise equipment, staff room items (e.g. coffee machine) etc.

The cost allocation of these initiatives is close to the 3-million-dollar mark, coming in at \$2,704,966. An evaluation process will include a standardized survey distributed to all participants to obtain qualitative and quantitative feedback. Reports will be made to senior leadership of Employers and Council quarterly on the progress and evaluation of these investments and may be used to inform future/ongoing investment in related initiatives.

We're proud of this unique approach to welcome more nurses and keep those currently in the system. We hope that many take advantage of the programs being offered so that nurses feel good about where they work and inspired and supported to remain in the profession.

Janet Hazelton
BScN RN, MPA, ICD.D



CFNU SURVEY

The CFNU will be conducting an online survey with a randomly selected sample of nurses and health care workers from across the country.

The NSNU is working with the Canadian Federation of Nurses Unions (CFNU) to conduct a national survey on the impact of the nursing shortage. The CFNU is Canada's largest nurses' organization representing about 250,000 care providers and nursing students in every health sector.

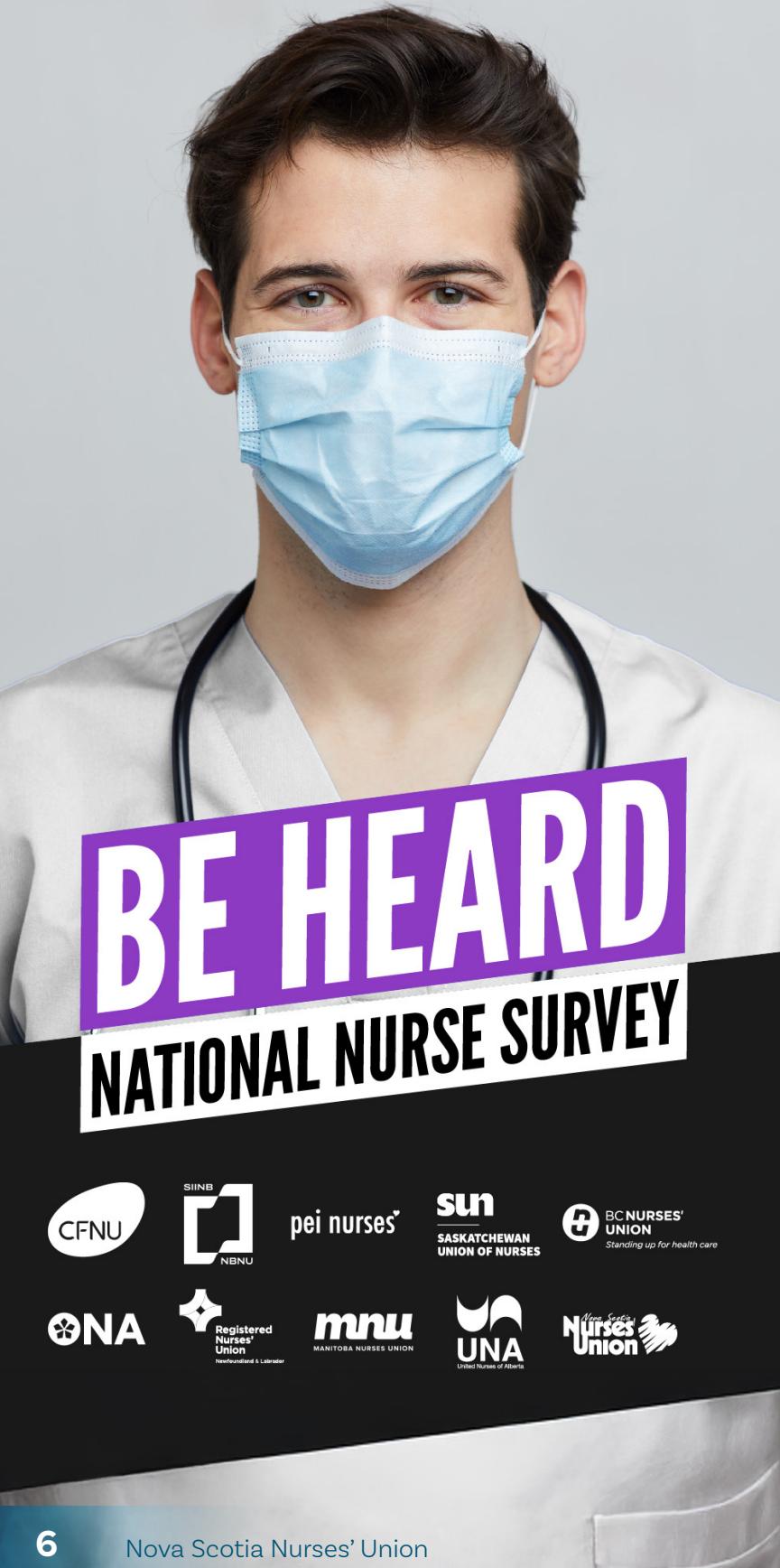
If you are selected, we urge you to participate.

The survey will gauge your job satisfaction, workload, stress and impacts of the critical nursing shortage. By illuminating these factors, we can better understand your experience and more effectively advocate on your behalf. The data gathered for this survey will directly inform recommendations to governments on how to improve working conditions and patient care.

The CFNU has engaged Viewpoints Research Ltd., a professional research company, to conduct the survey. Your responses will be kept strictly confidential, and any identifying information such as name or email address will be removed from the collected data.

Some NSNU members may be randomly selected to receive an email with a unique link inviting you to participate in this important research. Please click on the link and complete the survey as soon as possible – don't delay, the survey will likely close sometime in February. The survey should take approximately 10 to 15 minutes to complete. If you have any questions about the survey or the process, please contact the CFNU by emailing cfnu@nursesunions.ca or calling **1-800-321-9821**.

Your voice matters, and we urge you to participate and be heard!

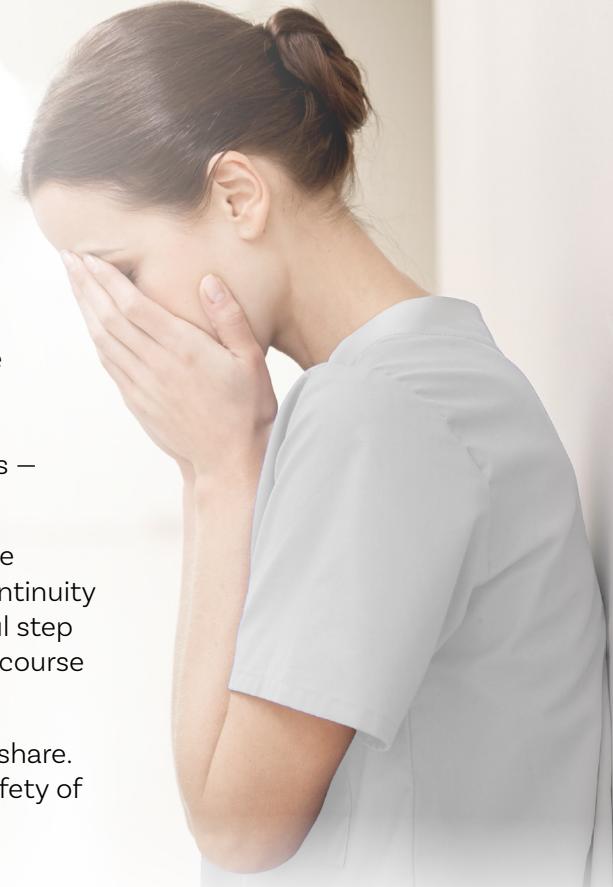


CNA Supports Bill to Better Protect Healthcare Workers

Nurses deserve to work in environments free from violence. That was the message from the Canadian Nurses Association in mid-December when CNA proudly supported an amendment to Bill S-233, legislation that strengthens protections for health-care professionals — especially nurses — so they can provide care safely.

Nurses are essential to the health of our communities, and violence in the workplace affects not only the nursing profession but the quality and continuity of care for patients and families. If passed, this bill would be a meaningful step toward addressing the violence and trauma nurses too often face in the course of their work.

Ensuring the safety of health-care professionals is a responsibility we all share. CNA welcomes continued collaboration across all parties to make the safety of nurses and other health-care workers a policy priority.



Amendments Create New Nursing Designation

Registered psychiatric nurses (RPNs) will soon be able to practice in Nova Scotia.

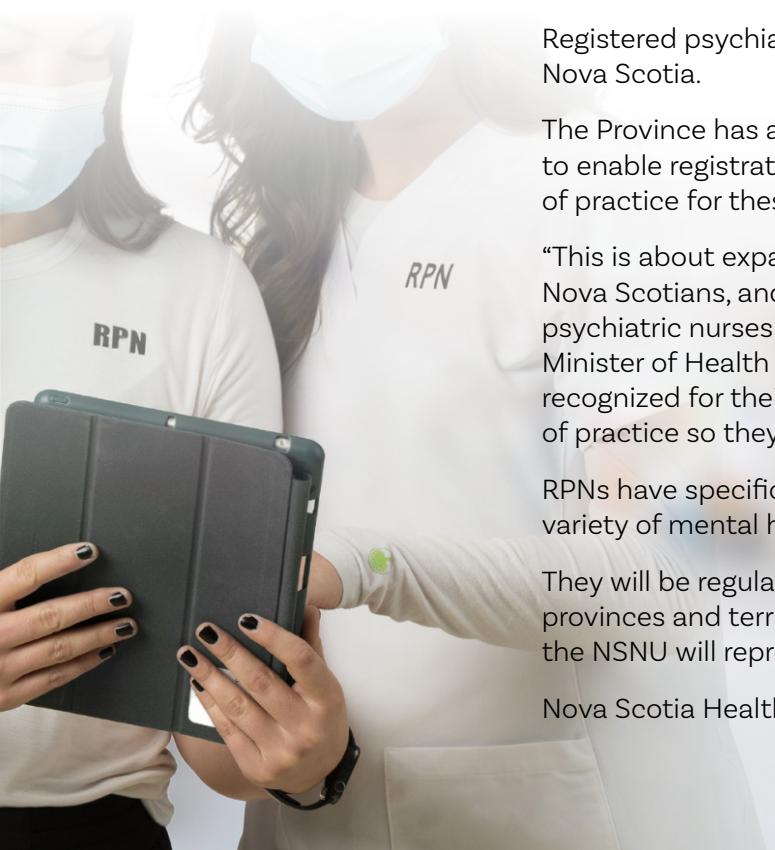
The Province has amended the Nursing Regulations under the *Nursing Act* to enable registration and licensing and establish the framework and scope of practice for these specialized healthcare professionals.

“This is about expanding the roles that can support mental healthcare for Nova Scotians, and we’re proud to support our partners to bring registered psychiatric nurses into our healthcare system,” said Michelle Thompson, Minister of Health and Wellness. “Moving forward, these nurses will be recognized for their unique skill and supported to work to their full scope of practice so they can make the intended impact.”

RPNs have specific education and training that prepare them to work in a variety of mental health and addictions settings with diverse populations.

They will be regulated by the Nova Scotia College of Nursing. Nine other provinces and territories regulate RPNs or soon will. Where appropriate, the NSNU will represent these nurses.

Nova Scotia Health has begun the recruitment process for RPNs.



NSNU BARGAINING CONFERENCE

NSNU held a bargaining conference on **November 18th** in **Truro** welcoming close to 160 participants. Each of the NSNU's 130 Locals was entitled to be represented by at least one delegate under Article 8.03 of the Constitution which outlines the eligibility of attendees.

Local executive reps, general members, elected Provincial Negotiating Committees, the Board of Directors, and staff showed up, enthusiastic and informed – what a team! NSNU members should take heart and feel comfortable knowing they are in very capable hands.

To kickstart the day, Darren Patterson, path Program Manager with the Health Association of Nova Scotia shared his expertise from both private industry and unionized public sectors, driving effective solutions that support employee well-being, timely and safe Return to Work (RTW) initiatives and organizational success.

Darren joined HANS and the Group Benefits team in May 2025 to continue the impressive legacy of the PATH program “best practice” disability management strategies and outcomes for NSNU plan members. A question-and-answer session followed his presentation.

An extensive Cross-Country Check-Up outlining the bargaining and contract status of NSNU counterparts

from across Canada was presented, providing perspective and some goal-setting aspirations.

NSNU president, Janet Hazelton also provided a 2020-2025 Retrospective, a deep dive into the recently expired collective agreements. The retrospective examined the progress of various commitments made by government and employers in the last round and the effectiveness of some initiatives. Once again, attendees were able to ask questions and share their views.

A table discussion exercise allowed participants from like-minded sectors (i.e. LTC, Acute Care, Community Care) to openly deliberate on future negotiations and priorities. An open mic session provided an opportunity to share the outcomes of those discussions with the extended group.

There are numerous measures and steps that must be taken, including the completion of a bargaining survey, before the Nova Scotia Council of Nursing Unions goes to the table. NSNU will continue to keep you apprised of any progress, and we encourage you to complete survey materials.

If you have questions pertaining to bargaining, please send your correspondence to nsnubargaining@nsnu.ca.

NSNU Provincial Negotiating Committee Teams Include

Acute Care PNC:

Central Zone – Shawna McFarlane

Central Alternate – Jennifer Rossetti

Northern Zone – Jackie Pratt

Northern Alternate – Vicki Royles

Western Zone – Sarah Lace

Western Alternate – Tammie Dunn

Eastern Zone – Laura Lee Sharpe

Eastern Alternate – David Fox

Nurse Practitioners – Duana d'Entremont

NP Alternate – Lenora Brace

Licensed Practical Nurses – Alaine Halliday

LPN Alternate – Jennifer MacLeod

Early Career Nurses – Anthony Bernas

Early Career Nurse Alternate – Haileigh MacLeod

Small Rural Hospital – Tiah Skutnik

Small Rural Hospital Alternate – Charmaine Boudreau

IWK – Alanna Ferguson

IWK Alternate – Geoff Bennett

Community Care PNC:

Central Zone – Tammy Jones

Northern Zone – Tammy Dupuis

Western Zone – Tracy d'Entremont

Western Alternate – Mandy Wagner

Eastern Zone – Michelle Luker

Long Term Care PNC:

Central Zone – Audra McNeil

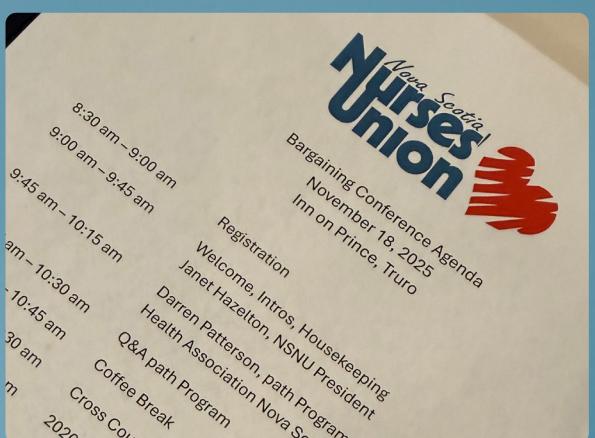
Northern Zone – EJ Murray-Clark

Northern Alternate – Jennifer Rose

Western Zone – Sandi Power

Western Alternate – Shelley Pyne

Eastern Zone – Michelle Swan



NSNU AGM *It's Golden!* *Still Fighting. Always Caring. 2026*

The NSNU 50th Anniversary AGM will take place in Truro, **April 13-16**, promising to be an enlightening and celebratory experience for all our attendees, familiar and new.

The AGM offers a face-to-face platform for members to inform and direct leaders and activists on matters of importance to the frontline. The AGM also provides an opportunity for members to review constitutional language and, through the Resolution process, enact change and introduce new articles to better serve union members and the organization.

Once again, the NSNU will invite leaders and labour representatives from across the province and Canada to join in. They will bring greetings and share their struggles, strategies, and victories.

Over the course of the meetings, delegates and observers will hear from Linda Silas, the president of the Canadian Federation of Nurses Unions, our friends within affiliate organizations, and government officials.

We will welcome nursing students from campuses across the province, and NSNU members from many of our 130 locals, representing all three sectors.

There are many opportunities to meet with colleagues, both socially and while conducting union business in Truro, Nova Scotia's Hub.

More information is or will be available on the Members Only portal of nsnu.ca/AGM2026. E-memos will also be sent to table officers to ensure participants are prepared and apprised of any changes to ongoing planning.

Sunday, April 12th

Board of Directors Meeting

Monday, April 13th

Component & Regional Meetings, IWK,
1st Time / 35 & Under Meeting

Tuesday, April 14th

8:30 am – 4:00 pm: AGM Day 1
6:30 pm – 10:00 pm: Hospitality Event

Wednesday, April 15th

8:30 am – 3:00 pm: AGM Day 2
6:30 pm – 12:00 am: Banquet & Dance

Thursday, April 16th

9:00 am – 3:00 pm:
AGM Day 3
CFNU National Executive Board Panel
Guest Presentations

Dates, Times & Details to Note:

- ⌚ Nominations for **Honorary Members** closed on **January 14th**.
- ⌚ The deadline to submit **Resolutions** was **January 29th**.
- ⌚ The deadline to apply for **First Time or 35 & Under draws** and **Small Local Observers draws** was **January 29th**.
- 👤 Online **registration** is conducted from **February 2nd** until **March 2nd**. One representative from each Local is responsible for registering all participants (delegates and observers) who will be attending. Links to registration forms will be available on the Member's Only section of the NSNU website in the new year.
- ⌚ Resolutions and Financial Statements will be posted online at nsnu.ca/AGM2026 by February 28th.
- 👤 The deadline to apply for most NSNU or affiliate **scholarships** is **March 13th**. Go to nsnu.ca/resources/education/scholarships for details. The names of the recipients will be announced at the AGM.
- 🍽 **Breakfast** will be served at your respective hotel dining room. Dining space will be available in the MacDonald Rooms at the Best Western Glengarry Hotel for lunch.
- 🍽 No group meals will be served at the Glengarry on **Monday, April 13th**.

Banquet

The 50th Anniversary theme will be on full display at the **Wednesday, April 15th Banquet and Dance**. All that glitters will be gold! From the dazzling décor, accessories and attire, and the vibe - all will be golden.

More information will be made available in Campaigner e-memos to members and Local executives and posted online at nsnu.ca/AGM2026 in the coming weeks and months.

Reminder: Memorabilia Room

During the AGM, the Nicholson Board Room in the Glengarry Hotel will be transformed into a mini museum, an exhibit of nursing memorabilia from 1976-2026. Locals and members with old photos and posters, nursing uniforms and artifacts, old and new NSNU merchandise

or documents, and other interesting collectables are kindly asked to loan items for this display. Please help us tell the NSNU story. Contact communications@nsnu.ca if you have something to contribute.

No Education Day

This year, the NSNU is not presenting a formal Education Day during the Annual General Meeting. Instead, the Nurses' Union has invited the National Executive Board (nurse union presidents), known as the NEB, to participate in a panel discussion moderated by Linda Silas, the president of the Canadian Federation of Nurses Unions (CFNU). Along with other guest presenters, April 16th promises to be informative, inspirational and engaging.

Due to a very full 50th Anniversary AGM and business agenda, it's not possible to present the NEB panel and welcome other speakers if we also schedule education sessions.

There are numerous other offerings to look forward to in 2026 including Eastern Labour School in New Brunswick, online sessions, and more announcements to come.

AGM Volunteers Welcome

Hey, AGM attendees. The NSNU is looking for a group of ten volunteers willing to assist staff and committee members with event set up, and a host of other duties and tasks. There will be a little lite-lifting, a little

organizing, a little taping and stapling, and, hopefully, a whole lot of fun. If you are planning to attend the AGM and are interested in lending a hand, please contact communications@nsnu.ca by **March 2**.

- ♠ The hospitality event will take place the evening of **Tuesday, April 15th** at the Glengarry Hotel. **The Casino Royale Night**, complete with games and live entertainment, will be the first of its kind for NSNU. Volunteers with game "shark" experience welcome! Contact communications@nsnu.ca to sign up to deal or assist.
- ♣ **Please bring your door prizes directly to the Hospitality Meet and Greet event.** Do not leave them with NSNU or the venue staff. We will be selling 50/50 tickets at the event in aid of our charities.
- ♣ The **Charity Draw** is still an important activity at the AGM. Locals are asked to donate items and buy tickets in support of Marguerite Centre and Hope House. Items are to be left with NSNU staff until 3:00 pm, April 15th.
- ♣ **NSNU merchandise** will be sold in the MacLeod Rooms. The NSNU accepts cash, credit and debit card payments.
- ♣ Please consider **donating menstrual health and dignity products** for our Colchester Community Support Society. The deadline to donate is end of day, **Tuesday, April 14th**.
- ♣ **Keltic Clothing** will be onsite at the Glengarry Hotel from April 13-16 to sell uniforms and accessories. Watch for them in a new location at the venue.

New Injury Prevention Strategy Launched in Nova Scotia

In late November, the Workers' Compensation Board of Nova Scotia (WCB) and the Department of Labour, Skills and Immigration (LSI) launched Safer Workplaces Together, a new collaborative injury-prevention strategy to help keep more Nova Scotians safe on the job.

The strategy builds on two decades of progress that have seen Nova Scotia cut its workplace injury rate by more than half – from over three injuries per 100 workers to 1.25 today. Despite this progress, too many people are still being injured at work, a key finding reinforced in last year's government review of the workers' compensation system.

"The review of the system was very clear: to have a big impact on injury prevention, we need to work differently and think differently – and that means stronger collaboration," says WCB Board Chair Saeed El-Darahali. "Through this plan, we're choosing a different future for people working in Nova Scotia, one that's safer and focused on the prevention priorities that matter the most."

The framework outlines three province-wide prevention goals for 2025-2026:

- **Reducing strains and sprains**, Nova Scotia's most common workplace injury.
- **Supporting employers in addressing psychological harm**, focusing on harassment and traumatic incidents.
- **Strengthening frontline leadership** by equipping supervisors with the tools and confidence to build strong safety cultures.

WCB and LSI will regularly meet with employers, unions, safety and industry partners to review data, share insights and coordinate action to ensure the strategy remains responsive and based on evidence.

The initiative supports WCB's Protect More Strategic Plan goal of reducing injuries to 1.16 per 100 workers by 2030 – an ambitious but achievable target.

"When it comes to workplace safety, education and collaboration are crucial. By educating workers, employers and stakeholders on best practices in health and safety, we create an informed and safer workplace," says Melissa Marsman, President of the Nova Scotia Federation of Labour.





NSFL STRATEGIC PLANNING

The Nova Scotia Federation of Labour (NSFL) held engagement sessions with representatives from various unions on December 2, 2025. The goal of the NSFL executive meeting was to set a course for the next two years, including the development of a strategic plan.

A strategic plan is a roadmap defining an organization's long and short-term goals and the specific strategies, actions, and resources required to achieve them. The Plan should cohesively integrate stakeholders with a shared vision, setting priorities and building resilience to readily adapt to change.

NSNU President Janet Hazelton, 1st VP Donna Gillis and Vice President of Long Term Care, Glenda Sabine participated in the planning meeting. This productive assignment will help pave the way forward for many of this province's labour unions.





TRAINING CONTINUES AS THE USE OF AI-POWERED WEAPONS DETECTION EXPANDS

Nova Scotia Health is moving forward with a phased provincial rollout of an artificial intelligence (AI)-powered weapons detection system following a successful pilot at Colchester East Hants Health Centre (CEHHC) in Truro.

More than 7,400 people were screened during the two-week pilot. Approximately 49 potentially dangerous items were intercepted, with additional individuals returning items to their vehicles before entering the hospital.

In December, healthcare workers and security guards from the Dartmouth General and the QEII participated in AI Weapons Detection training. NSNU president, Janet Hazelton and Heather Matthews, NSNU Occupational Health and Safety Advisor participated in a session on December 15.

The AI detectors differ from conventional metal detectors in that they recognize more common items as well as what might be considered a standard weapon, gun or knife. The goal is to significantly reduce secondary screening while also keying in on other possible threats. The system's ability to distinguish between everyday personal items and actual weapons helps streamline entry and minimize delays. Thus far, public response has been positive.

Nova Scotia Health plans to install AI-powered units

at up to 12 sites across the province over the coming months - from Cape Breton to Yarmouth. These units will be prioritized for emergency department entrances, with the rollout expected to be completed in the next six months. Further expansion beyond this phase will be considered based on continued evaluation.

The pilot was supported through the \$7-million Safety Innovation Fund, a collaborative initiative between the Province of Nova Scotia and the Nova Scotia Council of Nursing Unions to address workplace safety concerns and reduce violence in healthcare settings.

Janet Hazelton, chair of the Nova Scotia Council of Nursing Unions, said she is pleased the pilot was a success and that the program is going ahead in other areas of the province.

"The safety and security of nurses, patients and others continues to be a high priority for the Nurses' Union. Using proven technology to reduce the risk of harm and violence in our workplaces is a worthwhile investment. This initiative offers prevention without intruding upon those who are providing or seeking care," said Hazelton, president of the Nova Scotia Nurses' Union.

Nova Scotia Health has thanked the provincial government and the Nova Scotia Council of Nursing Unions for their partnership and ongoing support.



WINTER SAVINGS

We're excited to remind you about the Members Only Discount List – your go-to resource for savings all year long! As a valued member of the NSNU, you have access to exclusive discounts from a wide range of local vendors and businesses.

With winter in full swing, now's the perfect time to take advantage of deals that help you stay warm, well, and ready for the months ahead. Whether you're in the market for cozy winter footwear, hotel stays and airport parking for your next getaway, or tackling those indoor projects you've been putting off, there are plenty of savings available. You'll also find offers on wellness and fitness options, including classes like hot yoga to help you weather the cold!

Discounts are added as they come in, so be sure to check back often. To explore current offers, simply visit the Discount List in the Members Only section of our website and browse participating businesses – from restaurants and entertainment to fitness, home services, and shopping.

To make the most of these savings, remember to keep your NSNU member card or other proof of employment with you when you're out and about. Some businesses may even offer additional discounts for healthcare workers that aren't listed here, so it never hurts to ask!

Keep in mind that some discounts require registration. For instance, stores like SoftMoc and Lululemon offer discounts to healthcare workers but you must first verify your account on their website.

If you're aware of a great deal for nurses that isn't on our list, let us know - we'd love to share it with your fellow members.



Following the Bargaining Conference in Truro on November 18, 2025, the Board of Directors stayed put to spend some one-on-one time with NSNU members living and working in that region.

President Janet Hazelton and the Board of Directors were in Truro for the Conference, capping it off with a meet-and-greet with members from 5:00 pm until 8:00 pm at The Inn on Prince.

Attendees enjoyed light refreshments as representatives of the Nurses' Union answered questions, listened to concerns and provided support for Locals from all sectors in that zone.

The Board of Directors held their regular Board meeting in Truro the next day before returning home later that evening.

This was the third in a series of regional meetings hosted by the Board. Watch the NSNU calendar (nsnu.ca/event-calendar) for events like these and other union meetings and activities.



SHIFT IN TRAVEL NURSE SPENDING

The Nova Scotia Auditor General's (AG) report released in early January provided a summary of travel nurse spending since 2020.

A travel nurse is defined as a registered or licensed practical nurse who works in Nova Scotia under contract with a staffing agency, travel nurse agency or other independent organization. Many provinces hired travel nurses during the COVID-19 pandemic as a solution to severe staffing issues.

Since that time, Nova Scotia has relied heavily on travel nurses to fill vacancies with those nurses receiving a higher rate of pay, leading to overall staffing instability.

The province incurred a total of \$123-million in travel nurse spending in 2024-2025 which is a slight reduction from the all-time high of \$154-million spent in 2023-2024. These figures do not represent all travel nurse costs as government provides funding to third-party organizations such as long-term care. Those expenditures are not reflected in the AG's report.

Manitoba recently cut ties with dozens of private nursing agencies to curb reliance on the firms. As of this year, that province will only work with four private agencies to fill vacant shifts at public health-care facilities. That's a sharp decline from the nearly 80 companies that Manitoba's health-care system currently contracts. The four compa-

nies won the right to work with the public healthcare system through a competitive bidding process.

Manitoba is counting on the nurses already working for dozens of private agencies to either take jobs with the four chosen agencies or preferably the public system. That province claims scaling back the number of agencies and implementing new policies to govern their operation will give the province more control, limiting the financial impact agencies have put on the public system for millions of dollars in higher wages, travel fees and per diems.

That government is implementing new limits on what nurses can earn for travel, will no longer pay mileage on a per-kilometre basis, and travel time reimbursement will also be capped. Other new rules impacting private agencies include requiring they employ nurses directly rather than relying on informal agreements.

A nurse will only be permitted to work for one agency at a time and likely be shut out from working in certain regions.

Approximately 600 nurses will soon be eligible to participate in Manitoba's public travel nurse float pool – government's answer to private nursing agencies. Nova Scotia is piloting a similar public system float pool.



Caroline Halloway's Journey in Nursing FROM OHIO TO NOVA SCOTIA

EXCERPT FROM NSH NEWS & NOTICES

The ICU team at the Cumberland Regional Health Care Centre in Amherst welcomed a new face last summer, thanks in part to a Nova Scotia Health social media recruitment campaign.

Registered nurse (RN) Caroline Halloway made the 2,000-kilometre trek from Ohio to Amherst with her family after being captivated by the recruitment campaign.

Caroline is originally from Brazil, where she began her studies in law. But after the loss of her father, she began to reflect on the importance of compassionate healthcare. When she later moved to the United States, she shifted her career path and entered nursing school.

"I started as a licensed practical nurse (LPN), then worked my way up to becoming an RN," Caroline explains. "I've worked in intensive care, hemodialysis, and cardiac recovery. Nursing wasn't my first choice, but it became my passion."

While raising two young daughters, Caroline began to feel the pace of life in the U.S. wasn't what she wanted for her family. When she saw an advertisement from Nova Scotia Health promoting nursing opportunities in Nova Scotia, Caroline felt the timing was right. "I knew this was it, our chance for a safer, more laid-back lifestyle. No busy city, no traffic, just community and nature."

While she admits to having some initial nerves about moving to a new country, she found the community to be very welcoming. Now settled into her role in the ICU, Caroline describes her work as both challenging and deeply rewarding.

"We take care of the severely ill patients in the hospital. As an ICU nurse, you coordinate everything. Working with physicians, allied health and families. You need to be flexible, detailed and knowledgeable because our patients are so vulnerable."

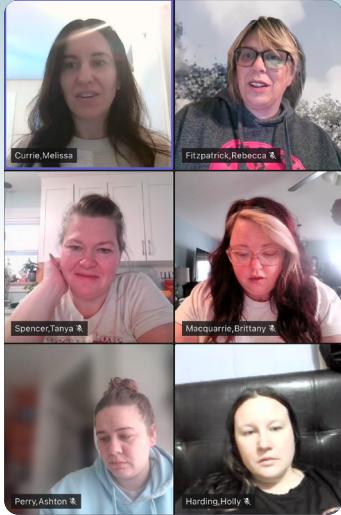
Outside of work, Caroline and her family are embracing life in Amherst. They spend weekends hiking, visiting beaches and exploring farmers markets. "My girls love going to the zoo in Moncton. We're always outdoors, it's been such a great change for us."

For other nurses considering a move, Caroline has simple advice: "Come. You will not regret it. International moves can bring some stress but know that people here will help you. Communicate your needs and trust the process. Nova Scotia makes it smooth."

Caroline's journey is a reminder of the impact that safe communities, supportive colleagues and meaningful work can have on both individuals and families.



what's nu? snapshots



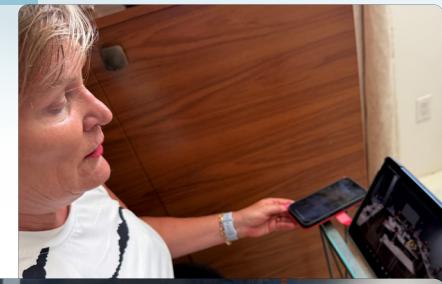
JANUARY 7: TRURO

ADDRESSING FUTURE NURSES

Once again, on January 7th and 13th, NSNU President Janet Hazelton met virtually with practical nursing students from NSCC's Truro and Cumberland Campuses, respectively.

Janet emphasized the essential contributions students will make to patient care. She also provided guidance on the evolving landscape of healthcare, and the resources and advocacy support the NSNU offers its members. By connecting early with students, the Union helps build confidence, a sense of professional identity and reassurance that they will be supported as they begin their careers.

JANUARY 13: CUMBERLAND



HOLIDAY DONATIONS FROM THE NSNU

On December 19th, NSNU President Janet Hazelton presented a donation to Mandi MacDonald, of Feed Nova Scotia's Philanthropy Team. With nearly one in three households in Nova Scotia experiencing food insecurity, NSNU is proud to support Feed Nova Scotia's work in serving communities and raising awareness of the daily challenges created by hunger and poverty.

On the same day, NSNU staff, Patti and Nancy, visited the Nova Scotia SPCA to deliver a donation of blankets, food and other supplies to support our furry friends.

We are grateful for the ability to give to meaningful organizations throughout our province during the festive season.





YARMOUTH VON



WINDSOR ELMS



ABERDEEN HOSPITAL



DARTMOUTH GENERAL HOSPITAL



CB METRO VON

LOCAL HOLIDAY CELEBRATIONS

Nurses from across the province came together over the festive season to enjoy each other's company, share a meal or a treat, exchange thoughtful gifts, and spread holiday cheer. It was wonderful to see so many moments of connection and celebration throughout the holidays.

NSNU was glad to receive photos of so many smiling faces over the past month, with many shared on our social media channels leading up to the main holiday events.



BISSETT COURT



COVE GUEST HOME



DEBERT COURT



GREATER HALIFAX VON



INVERNESS CONSOLIDATED MEMORIAL HOSPITAL

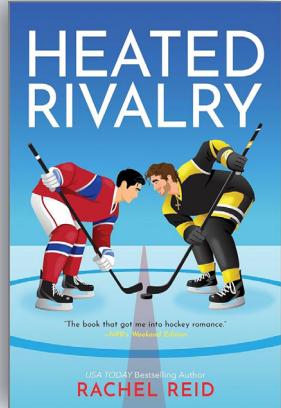


Visit our Facebook and Instagram pages to see more highlights!

As always, thank you to the many members who took time to send photos!

share your local updates:
send to communications@nsnu.ca

Booked for the Winter?



... take your pick

Heated Rivalry, The Long Game, Game Changers, Unrivaled

By Rachel Reid

It's hard to ignore all the hype and fan frenzy around the Crave TV series, *Heated Rivalry*. The six-part Canadian drama that skillfully weaves hockey and romance is an international sensation, breaking viewership records on streaming services and catapulting the creator and author, *Rachel Reid* to Bestseller status.

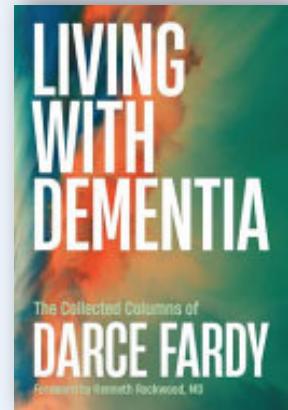
Rachelle Goguen, known by her pen name *Rachel Reid*, is Nova Scotian and still resides here. She is known for writing the *Game Changers* book series and other hockey-themed gay romance novels. Support local, if you can! Her books are flying off the shelves across the globe.

Living With Dementia: The Collected Columns of Darce Fardy

By Darce Fardy

Darce Fardy (1932-2022) was a long-time reporter, producer, and head of current affairs with CBC Television. His "retirement" after almost forty years with the CBC did not last long.

Over the next thirty years he dedicated himself to two important causes near and dear to his heart: one, the right to access information held by publicly accountable bodies, serving as the first review officer overseeing the Nova Scotia Freedom of Information and Protection of Privacy Act. The second, after being diagnosed with Alzheimer's in 2013, was helping others come to terms with the daily challenges of living with dementia. *Living With Dementia* is filled with sage advice, light moments, and heart.



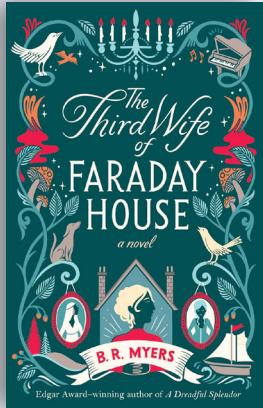
The Third Wife of Faraday House

By B.R. Myers

B.R. Myers, nurse and Edgar Award-winning author of *A Dreadful Splendour*, blends mystery and spooky thrills with friendship and romance in this delicious love letter to Gothic fiction, featuring two brides who must band together to unravel the ghostly secrets at the heart of a crumbling island manor.

November 1816. Restless but naive Emeline Fitzpatrick is desperate to escape her stifling life in foggy Halifax. Emeline has her eyes set on a handsome lieutenant in the British navy. She just needs to persuade him to propose, or her one chance at happiness will be gone forever.

But when Emeline's hopes end in scandal, she finds herself with only one suitor left: the wealthy and enigmatic Captain Graves. But is something ghastly afoot at the Captain's cloistered seaside manor. Find out in *The Third Wife of Faraday House*.



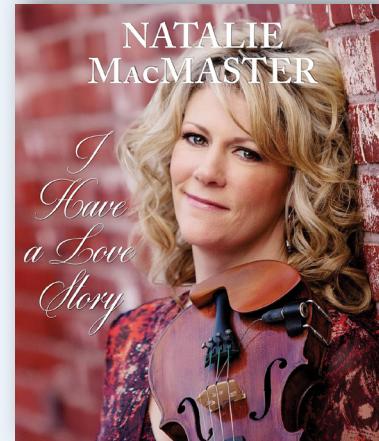
I Have a Love Story

By Natalie MacMaster

Natalie MacMaster has captivated audiences for decades with her masterful Celtic fiddling and electrifying performances. Winner of many music awards, Grammy nominee, and recipient of the Order of Canada, she has collaborated with a host of musical legends including the Boston Pops, The Chieftains, Alison Krauss, and Yo-Yo Ma.

In *I Have a Love Story*, Natalie shares the remarkable journey from her humble roots on Cape Breton Island to the world's most renowned stages. She opens up about her relationship with fellow fiddler and husband Donnell Leahy, and offers an intimate look at the balance of career and motherhood, navigating the triumphs and challenges of raising seven children.

Brimming with heartfelt reflections on family, faith, culture, and music, *I Have a Love Story* is an uplifting memoir that inspires readers to cherish and nurture the love in their own lives.



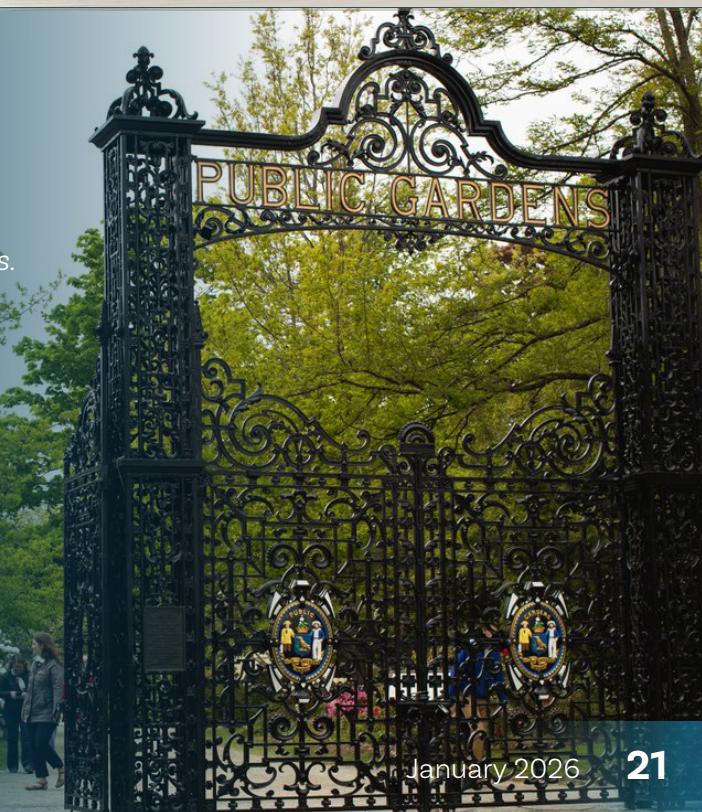
Garden Plaque Honours Nurses

The Nursing History of Nova Scotia Society recently affixed a plaque on a bench in the Halifax Public Gardens, honouring nurses.

Throughout the province there are numerous memorials, statues, plaques and places of reflection that pay tribute to the legacy, contributions, and rich history of individual nurses and the nursing profession.

The Nova Scotia Society has a wealth of historical data dating back to the first school of nursing in 1891. Their thoughtful historians and preservationists have collected and documented notable and celebrated profiles of specific nurses and the hospitals and other institutions where they were educated.

Be sure to visit the memorial in Halifax Public Gardens on a warm winter's day or a sunny Sunday afternoon. It will lift your spirits.



SURVIVING WINTER

a nurses' guide to feeling less snowed under

Nurses know that Nova Scotia winters make it hard to get to and from work, challenging to cope with a workday that starts and ends in the dark, and a struggle to keep your **shift** together.

Unlike Jack Frost, that playful personification of November 'til March, Old Man Winter lingers in your bones, taunts us with an odd sunny day, and hurls us into hibernation. And for VON, our Road Warriors, winter can be downright treacherous.

Here are a few tips from experienced nurses, who have weathered Nova Scotian winters, to help you break through the ice, melt away the doldrums, come in from the cold and survive the mean season:

SAFETY FIRST ON THE ROADS

- ✿ Winter Tires and snow removal scrapers and brushes
- ✿ Gear down, use lower gears (2nd) to reduce wheelspin and help with hills
- ✿ Watch for black ice on bridges, overpasses and shaded spots
- ✿ Keep an emergency kit with a blanket, snacks, flashlight, jumper cables, extra clothes
- ✿ Have a backup plan, a friend with a truck, public transit, carpool
- ✿ Go easy when shoveling, know your limits
- ✿ Check weather forecasts, watch for bridge, ferry and road closures



STAYING WARM AND HAPPY

- ✿ Layer up with the right winter apparel, boots with a good grip
- ✿ Vitamin D to boost your mood when we're short on sunshine
- ✿ Find joy in books, movies, or indoor (and outdoor) hobbies
- ✿ Stay connected with friends/family for emotional support

FEED YOUR SOUL

- ✿ Soups hit the spot, especially root vegetable soups
- ✿ Leafy greens are great for your mind and body
- ✿ Comfort foods – things you ate as a child, meals associated with good memories and loved ones
- ✿ Warm drinks like soothing teas and caramel coffees have healing powers
- ✿ Nuts and seeds support brain function, stabilize energy levels, especially walnuts and flaxseeds
- ✿ Warming spices like ginger, cinnamon, turmeric are anti-inflammatories - smelling cinnamon can make you feel happier and more alert

GET OUTDOORS

- ✿ Walk the dog, great for you and the pooch
- ✿ Check out a new park with a friend, adventure and socialization await
- ✿ Play outside to boost immunity, increase serotonin and combat the blues
- ✿ Break free from screens, always great advice

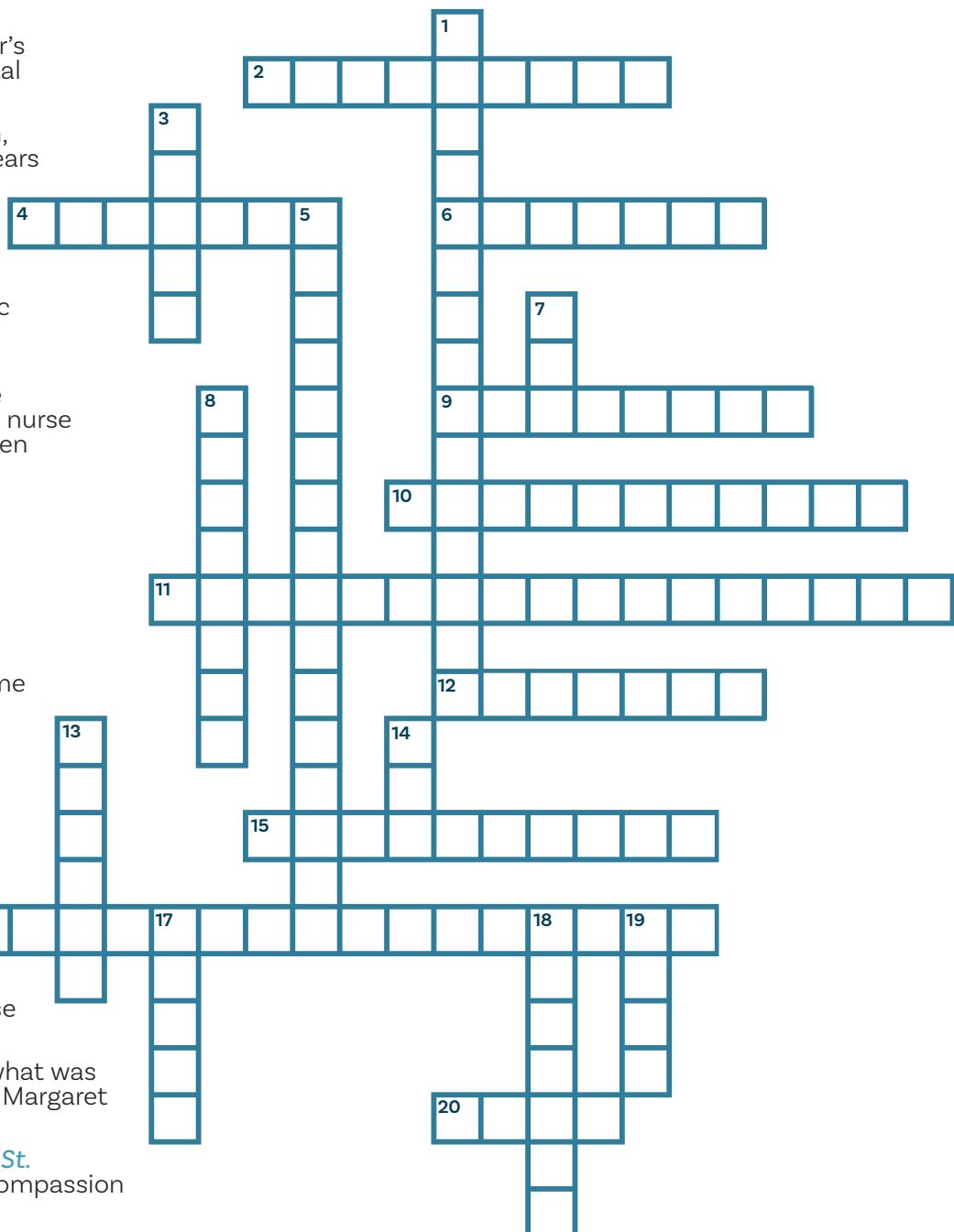
CROSSWORD TV'S TOP NURSES

DOWN

1. In *General Hospital*, Bobbie Spencer's profession before becoming hospital administration.
3. What is the first name of the tough, no-nonsense head nurse who appears throughout much of *ER*?
5. Like many nurses, what is the main complaint of the nurses in *New Amsterdam*?
7. Nurse manager who had a romantic relationship with Miranda Bailey in *Grey's Anatomy*.
8. Thinking way, way back, what is the name of *Dr. Marcus Welby*'s trusted nurse who often acted as a bridge between patients and doctors?
13. Beloved scrub nurse who has appeared since the earliest seasons of *Grey's Anatomy*.
14. What is the name of the nurse practitioner who moves to *Virgin River* to start fresh?
17. In *New Amsterdam*, what is the name of their most well known nurse?
18. *Virgin River*'s resident NP is also a practicing...
19. Colour of the scrubs worn by *The Pitt* ED nurses?

ACROSS

2. *The Pitt*'s no-nonsense charge nurse who runs the ER floor
4. On the 1980s smash hit *M*A*S*H*, what was the nickname of head nurse, Major Margaret Houlihan?
6. Thinking way back, which nurse on *St. Elsewhere* is known for balancing compassion with sharp sarcasm?
9. Head nurse at *General Hospital* for many years.
10. In *Outlander*, Claire often struggles without this modern medicine in the 1700s
11. Gilmore Girls' Matt Czuchry plays Dr. Hawkins on *The Resident*. His wife, Nicolette, works alongside him in what role?
12. Which fellow nurse often serves as *Nurse Jackie*'s moral compass?
15. What is the name of the *Scrubs* nurse who often spars verbally with Dr. Cox and JD?
16. What department of the hospital does *Nurse Jackie* work in at the start of the series?
20. In *Outlander*, before becoming a healer, Claire Randall worked as a combat nurse during which historical era?



WIN \$100 NURSES' NOOK GIFT CARD!

Submit a scan or clear photo of your completed crossword to communications@nsnu.ca by March 1st for your chance to win a \$100 Nurses' Nook gift card!

Only complete and correct entries received on time will be added to the draw.

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