

Late Career Nurse Initiative

The Nursing Secretariat is pleased to announce the Call for Applications for the 2010/11 Late Career Nurse Initiative (LCNI).

The LCNI, implemented since 2004, is a key retention strategy that is designed to support nurses 55 years of age or older practicing in hospitals and long-term care homes to spend 20% of their work time in less physically demanding nursing roles, enabling late career nurses to remain employed in the workforce longer.

Late career nurses possess excellent analytical problem-solving skills, provide extraordinary patient-centred care and have developed intuitive skills as a result of years of cultivated experience and education. This important group of nurses is a valuable asset to the health care team not only in providing direct patient care, but also in mentoring and orienting novice and mid-career nurses.

The LCNI is a key initiative of Ontario's Comprehensive Nursing Strategy, designed to offer resources and support for nurses throughout their careers.

Hospitals and Long-Term Care Homes may apply for this initiative. Funding is for salary replacement costs to allow front-line nurses to participate in this initiative. We strongly encourage organizations to read the Guidelines before completing the application. Program guidelines may be accessed beginning August 11th, 2010 at:

<https://www.healthinfo.moh.gov.on.ca/OFASWebApp/ns.welcome>

The online application tool will be open from August 11th, 2010 to September 3rd, 2010.

**Two (2) original signed copies must be received at the following address by
September 3rd, 2010 at 5:00 PM EST:**

**The Nursing Secretariat
56 Wellesley St. West, 12th Floor
Toronto, ON M5S 2S3**

I would like to thank you in advance for your dedication and commitment to enhancing opportunities for recruitment and retention of nurses and supporting this worthwhile initiative.

Sincerely,



Dr. Vanessa Burkoski, RN, BScN, PCNP, MScN, DHA
Provincial Chief Nursing Officer