

# Development of an Accord on the Nurse Practitioner Role in Ontario: *Developing Models of Interdisciplinary Practice that Enhance Patient Care*

Mary van Soeren RN, PhD; Brenda Fraser, BSc(OT), MSc;  
Jane Sanders, MHSc; Pamela Pogue RN, BAAN, MSc(N)

*Visions and Victories: a journey of leading*

NLN 29<sup>th</sup> Annual Conference

March 27, 2008

Toronto, Ontario



# Objectives

- To illustrate the impact of the NP role as a leader in health care change.
- To describe the impetus for change generated through the Accord Project
- To discuss the framework for the future role of NPs in a changing health care environment.

# The Present – NP Practice

Number of NPs in Ontario:

- 944 RNEC
- 300 – 400 former ACNP, soon to be RNEC!

# New Legislation and Regulations in Ontario

- Meaning of new EC Specialties
  - NP – Primary Health Care
  - NP – Adult
  - NP – Paediatrics
  - NP - Anaesthesia
- Impact on the practice
- Certification

# Types of NP Licensure Offered by Province or Territory of Registration, Canada, 2005

	Acute Care or Speciality	Primary Health Care
NL	•	•
PEI	<i>No NP designation</i>	<i>No NP designation</i>
NS	•	•
NB		•
Que	•	
Ont	<i>New designation</i>	•
Man	<i>Not licensed separately</i>	<i>Not licensed separately</i>
Sask	•	•
Alta	<i>Not licensed separately</i>	<i>Not licensed separately</i>
BC	<i>Special designations</i>	<i>Special designations</i>
Y.T.	<i>No NP designation</i>	<i>No NP designation</i>
N.W.T/ Nun	<i>Not licensed separately</i>	<i>Not licensed separately</i>

# Number of Licensed NPs by Province or Territory of Registration, Canada, 2003 to 2005

	2003	2004	2005	Percentage Change
NL	57	62	68	↑ 19.3%
PEI	-	-	-	n/a
NS	29	34	43	↑ 48.3%
NB	6	14	22	↑ 266.7%
Que	-	-	-	n/a
Ont	552	598	653	↑ 18.3%
Man			<5	n/a
Sask	-	42	75	n/a
Alta	76	112	132	↑ 73.7%
BC	-	-	255	n/a
Y.T.	-	-	-	n/a
N.W.T/ Nun	5	16	22	↑ 340%
<b>Canada</b>	<b>725</b>	<b>878</b>	<b>1,026</b>	<b>↑ 41.5%</b>

# Benefits of NP roles

- Reduced LOS in acute care settings and diversion from acute care admissions
- Improved resource utilization
- Improved evidence-based practice
- Leadership for the team
- Focus on the patient

# Teams working with NPs say:

- “a clinical expert who considers the whole environment, not just individual patients”
- “provide more continuity of care”
- “staff nurses’ frustration is lowered as she/he sees the patients’ needs being met”
- “resource person for staff education”
- “leadership in the area of patient care filters to the whole team”



# The Accord Project

*To build greater consensus or an “accord” on the future role direction for nurse practitioners within models of interprofessional collaborative practice.*

# Project Activities

## *Conference 1: Ahead of the Curve: Transforming Health Care through Advanced Practice Nursing Roles in Acute and Primary Health Care*

### *Conference Objectives:*

- To engage nursing leadership in dialogue about the nurse practitioner role and the potential impact on health care system transformation
- To assist nursing leadership to understand their role in facilitating increased implementation of the nurse practitioner role across the health care system
- To develop an action plan of recommendations for advancing integration of the nurse practitioner role across health care system

# Project Activities

## Conference 2: *The New Wave of Health Care Transformation – The Promise of Interprofessional Collaborative Practice*

### *Conference Objectives:*

- To create dialogue around the nature of interprofessional collaborative practice, the NP role and how this will improve patient outcomes
- To develop an understanding of the impact on practice when teams work together
- To understand the supports that need to be in place to advance an interprofessional collaborative practice model

# Project Themes/Messages

How can the NP role be positioned and developed to assist with this important leadership work?

Where are we going to spend our time - in our vision world or our barrier world?

# Informing Leadership Work

Need to reframe NP position in the healthcare system:

- Intentional design of systems and teams
- Evidence-based care
- Assurances of quality through working together to reduce harm
- Collaboration which includes the patient
- Attention to wellness and prevention
- Support for “repair and prevention of life disruptions”

# Supports for Leadership Work

## Structures and Processes

- Meaningful communication
- Scope of practice dialogue
- Networking
- Integrated competencies
- Evidence-based integrated documentation
- Professional exchange

# Informing Vision Work

## Living in Our Vision World: A Roadmap for the Future Role of NPs in Ontario

### Health care in 2010 and 2020:

- environment (context of care)
- patients (needs, care delivered, expectations)
- providers (how will NPs & other health professionals function)
- organizations (how will organizations be structured to meet patient needs)
- system (what will the system look like).

# Informing Vision Work

## Defining Elements of Future Health Care

- Person-centred
- Co-management of Care
- Patient Safety
- Interprofessional Collaborative Teams
- Integration of Services
- Science and Technology
- Outcomes-based
- Evidence-based
- Focus on Health and Wellness (this element will be pervasive and crosses all areas of NP practice)



# Leadership + Vision: Aligning the NP Role with Future

- Identify potential NP core competencies to respond to the defining elements of the future:
  - Maintain/Contribute
  - Learn/Refine
  - Lose/Release
- Develop and Implement Strategic Actions to position NPs in future roles

# Future Evolution

NP catalyst for change

Context of health care system

- Health care a “Canadian Value”
- Access to publicly funded health care
- Balance : illness care / prevention
- Self care

# Future Evolution

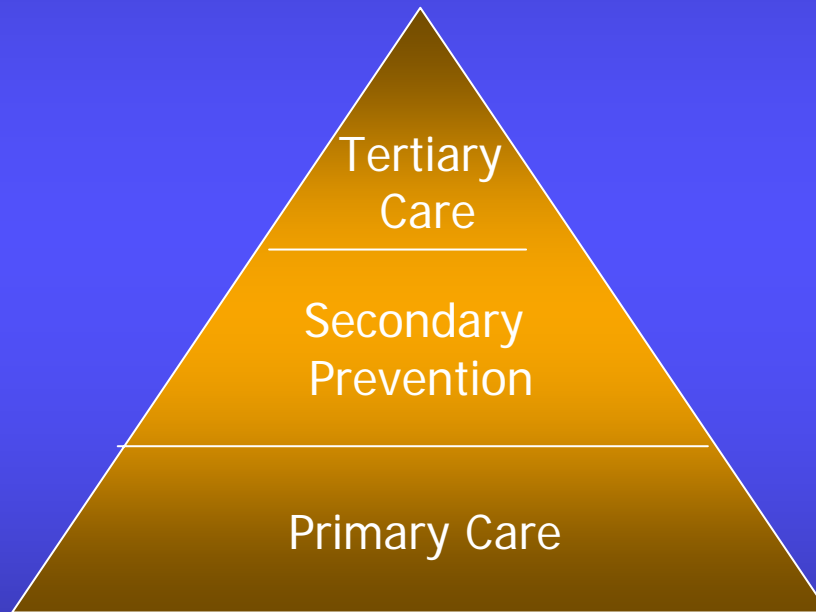
- Intentional re-invention of NP role
  - Values based
  - Patient Centric
- Health Care System Provider Centric by design
  - Paradigm shift needed
  - Person centric
- Technology
  - Creating possibilities for personal accountability
  - Electronic circles of care

# Future Evolution

- Increasing cultural diversity
- Blending of complimentary and alternative therapies with tradition western approaches
- Genetic profiles

# Future Evolution

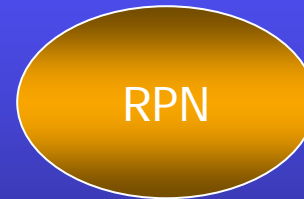
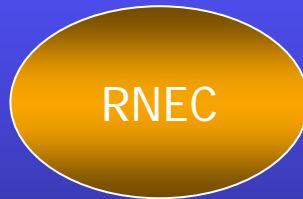
- Funding mechanisms aligned to a new pyramid where primary health care forms the base of the health care system




- Increased focus on social determinants of health

# Future Evolution

- Interprofessional Practice
- Unique Nursing Contribution



# Future Evolution

- Team based consultative practice anchored in patient centred care
- Strategies for full integration of NP practice  overcome barriers
- New models of collaborative practice

# Future Evolution

- Desired outcomes of NP practice:
  - Intentional
  - Planned
  - Person centric
  - Value add:
    - Individual patient
    - Organization
    - Health care system



# Call to Action: Strategic Directions

- Individuals
- Education
- Legislation and regulation
- Nursing and nursing leadership

# Acknowledgements

- This project was funded by the Ministry of Health and Long Term Care Primary Health Care Transition Fund
- The support of the NPAO Board and Project Advisory Group
- Participants at conferences and debriefing sessions provided invaluable dialogue and feedback on the concepts presented here