

# Action Plan

## Primary Health Care – Nurse Practitioner

**Goal #1:** Improve the coordination and implementation of the PHC – NP Program at Aurora College and the PHC – NP Bursary Program offered through the Human Resource Planning & Development Unit of the Department of Health and Social Services.

**Objectives:**

- ◆ Improve communication between the different stakeholders
- ◆ Facilitate clinical placements of PHC – NP students through the Aurora College Program.
- ◆ Improve Aurora College PHC-NP course evaluation.
- ◆ Improve administration and consistency of information released regarding PHC – NP bursaries
- ◆ Offer alternative PHC – NP education opportunities.

Action Items	Activities to Support Actions
<p><b>1.1 Communication</b></p> <p><i>Improve communication between the different stakeholders.</i></p>	<p>1.1.1 The PHC – NP Working Group will clarify the roles and responsibilities of all program partners. Consider a Program Advisory Committee to oversee ongoing program administration.</p> <p>1.1.2 The Program partners will increase communication between themselves and students to ensure that key messages and responses to questions are delivered promptly, transparently, and in writing.</p>
<p><b>Outcome:</b> Individual stakeholders will be aware of the roles of each of the program partners with respect to the development, including the Aurora College PHC – NP Program, and implementation of PHC – NP into the NWT Health and Social Services System.</p>	

Action Items	Activities to Support Actions
<p><b>1.2 Clinical Placement</b></p> <p><i>Facilitate clinical placements of PHC – NP students through the Aurora College Program.</i></p>	<p>1.2.1 Aurora College will ensure that clinical placements are in place (with service contracts) prior to intake, and orient placement site staff to ensure a smooth transition for students to the teaching environment.</p> <p>1.2.2 Aurora College will ensure that all potential PHC – NP students are aware of the location of possible clinical placements prior to intake.</p> <p>1.2.3 Aurora College will arrange for a variety of clinical placement options for students with varying levels of experience.</p> <p>1.2.4 Aurora College will research the possibility, and implement if appropriate, of using locum physicians and established PHC – NPs in clinical placements as these individuals often have worked with PHC – NPs previously and understand their role.</p>
<p><b>Outcome:</b> Clinical placements are arranged prior to the actual placement of students within the PHC – NP Program that will increase the comfort level of students enrolled within the Aurora College PHC – NP Program.</p>	

Action Items	Activities to Support Actions
<p><b>1.3 Course Evaluation</b></p> <p><i>Improve Aurora College PHC-NP course evaluation</i></p>	<p>1.3.1 Aurora College will complete course/program evaluations after each course versus a final evaluation after program completion. When course enrollment is low and confidentiality is a concern, Aurora College will ensure evaluations are coordinated and results summarized by a 3<sup>rd</sup> to maintain student confidentiality.</p> <p>1.3.2 Aurora College will conduct future program reviews, at least 6 months in advance of intakes.</p> <p>1.3.3 Aurora College will develop an evaluation framework for the PHC – NP Program so progress towards the successful production of NP’s for the NWT health system can be measured and reported. A complete interim evaluation of the program should be done every three years.</p>
<p><b>Outcome:</b> Complete course evaluations will be available to Aurora College and the Department of Health &amp; Social Services for decision making purposes in accordance with the Freedom of Information and Privacy Act.</p>	

Action Items	Activities to Support Actions
<p><b>1.4 Administrative Improvements (HRP&amp;D Bursaries)</b></p> <p><i>Improve administration and consistency of information released regarding PHC – NP bursaries</i></p>	<p>1.4.1 The Human Resource Planning &amp; Development Unit of the Department of Health and Social Services will ensure that complete bursary information, including tax implications, are clearly communicated prior to bursary acceptance.</p> <p>1.4.2 The HRP&amp;D Unit will ensure that bursary disbursements are on schedule.</p>
<p><b>Outcome:</b> Bursary recipients are provided with detailed bursary information, including tax implications, prior to accepting bursaries and that bursary payments are received by the recipient on schedule.</p>	



Action Items	Activities to Support Actions
<p><b>1.5 Program Delivery</b></p> <p><i>Offer alternative PHC – NP education opportunities</i></p>	<p>1.5.1 Aurora College will break their existing 16-month PHC – NP Program into two 8-month segments.</p> <p>1.5.2 Aurora College will research the possibility of providing all or modules of PHC – NP training through distance education and if feasible facilitate the provision of this training by distance.</p>
<p><b>Outcome:</b> Delivery options will be available to potential PHC – NP Students that factor in the family and community commitments of adult students in remote communities throughout the NWT.</p>	

**Goal #2:** Increase enrolment in PHC – NP Programs.

- Objectives:**
- ◆ Provide standardized financial assistance to PHC – NP Students
  - ◆ Provide clear, concise and timely advertising to promote the PHC – NP Program at Aurora College
  - ◆ Identify the possibility of Aurora College PHC – NP Graduates ability to apply the Aurora College Program towards other Canadian Educational institutions.
  - ◆ Determine portability of the PHC – NP Program for registration in other Canadian Jurisdictions.
  - ◆ Clarify content of the PHC – NP Program at Aurora College

Action Items	Activities to Support Actions
<p><b>2.1 Standardized Financial Assistance</b></p> <p><i>Provide standardized financial assistance to PHC – NP Students</i></p>	<p>2.1.1 The HR Planning &amp; Development Unit of the Department of H&amp;SS will standardize return of service bursary assistance packages for all PHC – NP students (regardless of institution). This includes but is not limited to ensuring that Return of Service is consistent for all PHC – NP Students.</p> <p>2.1.2 The HR Planning &amp; Development Unit will develop a return of service bursaries to support northern residents who wish to complete PHC – NP training on a part time basis through distance education.</p> <p>2.1.3 The HR Planning &amp; Development Unit will develop a PHC – NP Bursary that can be used to support non-northerners in PHC – NP training for a specified return of service within the NWT.</p>
<p><b>Outcome:</b> Eligible students will receive consistent financial support from the Department to attend PHC – NP training programs in exchange for return of service which in turn will assist with the implementation of Nurse Practitioners into the NWT Health and Social Services System.</p>	

Action Items	Activities to Support Actions
<p><b>2.2 Advertising</b></p> <p><i>Provide clear, concise and timely advertising to promote the PHC – NP Program at Aurora College</i></p>	<p>2.2.1 Aurora College will develop advertising packages and program summaries that are sufficiently detailed to give a thorough understanding of the program.</p> <p>2.2.2 Aurora College will advertise the PHC – NP program far in advance of program intake.</p> <p>2.2.3 Aurora College will proactively contact Authorities, health centers and potential candidates – rather than relying on passive recruiting methods where students must self-identify through advertisements or word of mouth.</p>
<p><b>Outcome:</b> Aurora College will increase enrollment within the PHC – NP Program by ensuring that the program information gets out to potential participants allowing them the time it takes to register and seek support from their respective Authorities/Board.</p>	

Action Items	Activities to Support Actions
<p><b>2.3 Prior Learning Assessment Recognition (PLAR)</b></p> <p><i>Identify the ability of Aurora College PHC – NP graduates being able to apply PLAR towards other Canadian Jurisdictions</i></p>	<p>2.3.1 Aurora College will clearly communicate the Aurora College PLAR (course equivalency) policy and what it involves. This includes researching the possibility of partnering with another agency to provide PLAR testing and coordinating.</p> <p>2.3.2 The RNANT/NU will lobby for agreement on a competency-based PLAR for registration with jurisdictional counterparts, and ensure that students who wish to work through PLAR for registration have the time and resources to do so.</p> <p>2.3.3 Aurora College will investigate and negotiate, if research suggests, the PLAR value of the Aurora College PHC – NP Program towards a Masters program at other Canadian institutions.</p>
<p><b>Outcome:</b> Aurora College will be able to provide students and potential students of the Aurora College PHC – NP Program with clarification on their ability to apply PLAR towards advanced education and registration within other Canadian Jurisdictions.</p>	

Action Items	Activities to Support Actions
<p><b>2.4 Portability</b></p> <p><i>Determine portability of the Aurora College PHC – NP Program with respect to registration in other Canadian institutions.</i></p>	<p>2.4.1 Aurora College and the RNANT/NU will investigate the portability of the Aurora College PHC – NP Program with respect to the ability to register as Nurse Practitioners in other Canadian jurisdictions.</p>
<p><b>Outcome:</b> Aurora College will be able to provide students and potential students of the Aurora College PHC – NP Program with clarification on their ability to register as a Nurse Practitioner within other Canadian Jurisdictions.</p>	

Action Items	Activities to Support Actions
<p><b>2.5 Current Perceptions</b></p> <p><i>Clarify content of the PHC – NP Program at Aurora College</i></p>	<p>2.5.1 Aurora College will ensure that all advertising and promotional material for their PHC – NP Program will clearly communicate the context and nature of the PHC – NP Program.</p> <p>2.5.2 Aurora College will ensure that all program materials are program specific and do not make reference (i.e. footers on exams) to other programs such as ANSEP and the Dalhousie Outpost Nursing Program.</p>
<p><b>Outcome:</b> The current Aurora College PHC – NP Program will be clarified and be able to show that the program is the Newfoundland program with slight modifications to address the realities of providing advanced nursing services within isolated northern communities.</p>	

Action Items	Activities to Support Actions
<p><b>2.6 Optional Training / Education</b></p> <p><i>Support alternate methods of developing and registering PHC – NPs within the Northwest Territories.</i></p>	<p>2.6.1 Aurora College will research the possibility of creating a 2-stream approach for PHC – NP education: one for diploma-prepared nurses and one for baccalaureate prepared nurses. If this research determines that this is possible Aurora College will implement the 2-stream approach.</p> <p>2.6.2 Aurora College will research the possibility of partnering with a Southern institution to develop advanced NP courses that are transferable to a Masters Program. If this research determines that this is possible Aurora College will enter into negotiations with suitable Southern institutions.</p> <p>2.6.3 In addition to promoting the Aurora College PHC – NP Program the Department of H&amp;SS will encourage potential students (i.e. existing RNs working in the NWT) to consider PHC – NP training offered through alternate institutions (i.e. degree prepared Masters level education).</p>
<p><b>Outcome:</b> If feasible the Aurora College program will be enhanced to enable degree prepared nurses to transfer credit from a degree entry NP program to a Master’s program at other Educational Institutions in Southern Canada. Enrollment of employees in NP programs will expand to include NP programs other than the Aurora College Program.</p>	



**Goal #3:** Arrange for the effective placement of PHC – NP into the workplace.

- Objectives:**
- ◆ Address logistical and system challenges that affect the placement and sustainability of PHC – Nurse Practitioners within the NWT.
  - ◆ Clarify the role of PHC – NPs within the Integrated Services Delivery Model.

Action Items	Activities to Support Actions
<p><b>3.1 Placement</b></p> <p><i>Address logistical and system challenges that affect the placement and sustainability of PHC – NPs within the NWT</i></p>	<p>3.1.1 The Department of H&amp;SS will develop a comprehensive communications plan designed to promote the role of PHC – NPs within the NWT Health Care System.</p> <p>3.1.2 The Department of H&amp;SS will develop generic PHC – NP templates for community, clinic and emergency room based PHC – NP positions. These templates can be used by the Authorities to develop Authority specific PHC – NP job descriptions.</p> <p>3.1.3 The Department will arrange for the job evaluation of PHC – NP positions established within the GNWT.</p> <p>3.1.4 Through legislation, regulation and guidelines the Department of H&amp;SS and it’s Authorities/Board will clarify professional concerns of PHC – NPs within the NWT Health Care System:</p> <ul style="list-style-type: none"> <li>✓ Referrals,</li> <li>✓ Billing</li> <li>✓ Prescriptions,</li> <li>✓ Liability &amp; Insurance,</li> <li>✓ Pharmacy &amp; Prescriptions (formulary)</li> <li>✓ Reciprocal billing with other jurisdictions</li> </ul>

Action Items	Activities to Support Actions
<p><b>3.1 Placement (continued)</b></p> <p><i>Address logistical and system challenges that affect the placement and sustainability of PHC – NPs within the NWT</i></p>	<p>3.1.5 Through the Integrated Service Delivery Model the Department of H&amp;SS will identify the total number of PHC – NPs needed throughout the NWT, by authority. This includes the development of a work plan to establish and fill these positions.</p> <p>3.1.6 The Department, in conjunction with the RNANTNU, will conduct research on the number of current Registered Nurses within the NWT who may be able to become registered within the NWT. In addition, additional research will be conducted to help develop a comprehensive placement workplan and analyze updated demographic data on the NWT nurses,</p> <p>Based on research, the RNA NT, NU may contract with another jurisdiction to PLAR existing Northern Nurses for registration</p> <p>3.1.7 The RNANTNU will update their PHC – NP Guidelines to reflect the current PHC – NP positions as defined under the Nursing Profession Act and the ISDM.</p>
<p><b>Outcome:</b> Stakeholders and potential PHC – NPs, will understand the role of the PHC – NP within the NWT health care system. A plan to effectively place registered PHC – NPs into established positions throughout the NWT will be established Which will effective integrate NPs in the NWT Health and Social Services System.</p>	

**Goal #4:** To clarify the intent of the Introduction to Nurse Practitioner program offered by Aurora College and its purpose with respect to the NWT Health Care System.

**Objectives:** ♦ Increase awareness of the INP Program within the NWT.

Action Items	Activities to Support Actions
<p><b>4. INP Program</b></p> <p><i>Increase awareness and clarify the purpose of the INP Program within the NWT.</i></p>	<p>4.1.1 The Department of H&amp;SS will develop a communications plan outlining the purpose and intent of the INP Course offered through Aurora College.</p> <p>4.1.2 Aurora College will review the INP Program and propose a new title which better reflects the intent and purpose of the existing program.</p> <p>4.1.3 Aurora College will modify their existing advertising and promotional material to address the changes to the program (i.e. name).</p> <p>4.1.4 The Department of H&amp;SS will research the affects of supporting the RNANTNU resolution that all nurses working in advanced practice setting must have, at least, completed the INP Course by 2010. This includes developing a work plan to facilitate the change on a Territorial and community level.</p>
<p><b>Outcome:</b> The purpose and intent of the INP Program will become better understood and supported within the NWT Health Care System. This will result in increased enrollment and participation within the program.</p>	