

# Status Report

**On the  
Action Plan**

**For  
Primary Health Care – Nurse Practitioner**

**June 16, 2004**

**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.**

Action Items	Deliverables	Completion Dates	Status Report
<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>Development of NP Working Group</p> <p>Two way flow of information and improved communication between stakeholders</p> <p>Copies of Minutes &amp; recommendations forwarded to Assistant DM, Operations</p>	<p>✓ <b>Completed</b></p> <p>✓ <b>Completed / Ongoing</b></p> <p>✓ <b>Completed / Ongoing</b></p>	<p>The Preliminary Review of the Nurse Practitioner Program report submitted by Whiteworks: Policy, Planning and Evaluation identified that frustrated, ineffective, and delayed communications exist between the many program partners (i.e. the DHSS, Aurora College, RNANTNU, NWTMA, etc.) which has adversely affected the development of PHC – NPs within the NWT.</p> <p>For Example, ownership of the NP Program was not unclear as neither the DHSS nor Aurora College considered themselves the lead agency to coordinate and monitor the program’s progress.</p> <p>The Working Group will oversee ongoing program administration, which includes ensuring that communication between all partners occurs so that key messages and responses to questions are delivered promptly, transparently and, where possible, in writing.</p> <p>The Working Group will meet on a quarterly basis or as required.</p>

Action Items	Deliverable	Status	Status Report
1.1.1 Continued			<p>The Nurse Practitioner Working Group has been established to develop and monitor the implementation of the PHC – NP Action Plan, which will address the development of existing nurses for Nurse Practitioner roles within the NWT as well as guide the integration of the Nurse Practitioner role into the NWT Health &amp; Social Services system. The Working Group consists of members from each of the different stakeholder groups:</p> <ul style="list-style-type: none"> <li>➤ DHSS – Bursary and program funding questions should be forwarded to the HRP&amp;D Unit; Legislation questions should be forwarded to the Primary Community Services Unit or the RNANTNU; final placement questions should be forwarded to the HRP&amp;D Unit and the employing H&amp;SS Authority.</li> <li>➤ Aurora College – Curriculum, clinical placement, enrollment, program restructuring, etc. questions should be forwarded to the Chairperson of Health Programs at Aurora College.</li> <li>➤ RNANT/NU – Certification and licensing questions should be forwarded to the Executive Director of the RNANT/NU</li> <li>➤ H&amp;SS Authorities – Questions regarding final placement should be forwarded to the HRP&amp;D Unit and employing H&amp;SS Authorities. Aurora College will work closely with the different H&amp;SS Authorities to facilitate clinical placement of NP Students.</li> </ul> <p><b><u>Reporting &amp; Evaluation</u></b></p> <p>The Working Group will provide copies of minutes from every meeting and all responses to questions to the Assistant Deputy Minister, Operational Support Branch. In addition, statistical information will be provided to the Nurse Practitioner Working Group on a regular basis so they can address any concerns that may arise and make appropriate recommendations to JSMC on a regular basis.</p>

Action Items	Deliverable	Status	Status Report
<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>Regular meeting of the PHC – NP Working Group</p>	<p>✓ <b>Ongoing</b></p>	<p>See section 1.1.1</p>
<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>Potential clinical placements are established prior to intake.</p>	<p>✓ <b>Ongoing</b></p>	<p>Aurora College is making every reasonable effort to ensure that potential clinical placement are identified prior to intake. However, due to availability of physician preceptors and College staffing issues it is often not possible to have placements confirmed prior to the intake of students.</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>Potential Students are aware of probable clinical placements prior to intake.</p>	<p>✓ <b>Ongoing</b></p>	<p>Aurora College is committed to providing all potential students with all program information, including potential clinical placements, prior to intake. Unfortunately, due to availability of physician preceptors and College staffing issues it is often not possible to have placements confirmed prior to the intake of students. Potential clinical placement locations should be available and where appropriate they will be communicated to potential students.</p>

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<p>1.2.3 Aurora College will arrange for a variety of clinical placement options for students with varying levels of experience.</p>	<p>Policies &amp; Procedures in place outlining how Aurora College will accommodate the various types of clinical placements required for a variety of students.</p>	<p>✓ <b>Ongoing</b></p>	<p>When choosing the placement of an individual student within the Program the faculty considers the student's request as well as progress and the availability of preceptors. Aurora College ensures that all preceptors meet the competency needs of the program.</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>Discussion paper completed on use of a variety of professionals to provide clinical placement.</p>	<p>✓ <b>Ongoing</b></p>	<p>As the program continues Aurora College continues to build a group of physician preceptors who are familiar with the program and willing to preceptor NP Students. The College anticipates that as the PHC – NP workforce continues to grow within the Northwest Territories they will be able use PHC – NP's as preceptors.</p>

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<p><b>1.3 Course Evaluation</b></p> <p><i>Improve 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 courses enrollment is low and confidentiality is a concern, Aurora College will ensure evaluations are coordinated and results summarized by a 3<sup>rd</sup> party to maintain student confidentiality.</p>	<p>Course evaluations are completed and available for review on a regular basis.</p>	<p>✓ <b>Ongoing</b></p>	<p>Course evaluations are completed on an ongoing basis. These evaluations are completed by the students and collated by the Divisional Secretary of the Health Programs Section of Aurora College, Yellowknife Campus.</p> <p><u>Note:</u></p> <p>The students of the 2003/2004 PHC – NP Program did not raise concerns regarding low numbers and confidentiality.</p>
<p>1.3.2 Aurora College will conduct future program reviews, at least 6 months in advance of intakes.</p>	<p>Program reviews are submitted to the HRP&amp;D Unit prior to negotiations for subsequent fiscal year funding.</p>	<p>6 months in advance of the next intake</p> <p>✓ <b>Ongoing</b></p>	<p>Aurora College reviews curriculum in conjunction with the Centre For Nursing Studies. The most recent review was not submitted to the Department of Health &amp; Social Service (HRP&amp;D Unit). This action item will be factored into the College's regular cycle of evaluations.</p>

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<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>Evaluation Framework developed to monitor the success of the Aurora College PHC – NP Program.</p>	<p>Framework will be completed by December 2004</p>	<p>Aurora College will develop a framework for evaluation using the existing evaluation framework within the College system. Every three years an interim report will be produced.</p>
<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 DHSS will ensure that complete bursary information, including tax implications, are clearly communicated prior to bursary acceptance.</p>	<p>PHC – NP Education Leave Bursary developed and distributed</p> <p>PHC – NP Academic Bursary developed and distributes</p> <p>Communication Plan developed outlining how information on the PHC – NP Bursaries will be provided to potential students.</p> <p>Evaluation Framework in Place to monitor success of the bursary programs</p>	<p>✓ <b>Completed</b></p> <p>✓ <b>Completed</b></p> <p>December 31, 2004 – Advertising is Ongoing</p> <p>March 31, 2005 – Evaluation is Ongoing</p>	<p><u>Nurse Practitioner Education Leave Bursary Program – NP – ELB</u></p> <p>The Department of Health and Social Services, in cooperation with the regional and territorial health and social services authorities/boards, has undertaken to increase the role of Nurse Practitioners in the provision of health care services in the Northwest Territories.</p> <p>In order to increase the number of enrolments in Nurse Practitioner Programs, and ultimately the number of Nurse Practitioners in the NWT, financial assistance for NP students is available.</p> <p>Financial support in the form of an Education Leave Bursary Program (NP – ELBP) is available to all GNWT and Hay River Health &amp; Social Services Authority RN’s who wish to pursue nurse practitioner status through either the Aurora College NP Education</p>

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<p><b>1.4.1 continued</b></p>			<p>Program in the NWT, or Nurse Practitioner Degree or Masters programs offered throughout southern post secondary institutions in Canada.</p> <p>The Department received funding from the Federal Government that has been dedicated to supporting the Nurse Practitioner Education Leave Bursary Program for three school years. An intake of 6 students was aimed for in 2003/2004, 8 students in 2004/2005 and 10 students in 2005/2006. The last 10 students will carry over into the 2006/2007 fiscal year (see Summary Of Investment – Appendix 1).</p> <p>An eligible registered Nurses accepted into a Nurse Practitioner Education Program may be entitled to 70% of their salary for the first half of their Nurse Practitioner Program and 80% for the last half. During any extended breaks in the program (i.e. summer break), the student will return to work with the employing Authority and will be paid the salary of the position s/he occupied before starting the NP program.</p> <p>Human Resources Planning &amp; Development will accept and review completed application packages from full time, term or indeterminate registered nurses employed by the GNWT or the Hay River Health &amp; Social Services Authority, who have been accepted into either the Aurora College Nurse Practitioner Education Program or an approved degree or masters program offered at a southern post secondary institution in Canada.</p> <p>This standardized bursary ensures that all successful applicants are treated the same with respect to funding levels. For consistency, the HSS Authorities will not provide students with additional salary top ups while the employees are receiving the NP – ELBP.</p> <p><b>Reporting &amp; Evaluation</b></p> <p>Based on the evaluation framework identified above the HRP&amp;D Unit of the DHSS will provide annual program summaries to the JSMC. In addition, statistical information will be provided to the NP Working Group on a regular basis so they can address any concerns that may arise and make appropriate recommendations to the JSMC on a regular basis.</p>

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1.4.1 continued			<p><u>Nurse Practitioner Academic Bursary – 2003/2004 to 2006/2007</u></p> <p>In addition to the Nurse Practitioner Education Leave Bursary Program the Department of Health and Social Services also provides the Nurse Practitioner Academic Bursary to NWT residents who are accepted on a full time basis into either the Aurora College Nurse Practitioner Education Program, or a Nurse Practitioner Degree or Masters program offered through southern institutions in Canada.</p> <p>This return of service bursary is designed to provide northern residents with financial assistance while going to school in exchange for a guarantee to return and practice in the NWT upon completion of studies. Students approved for funding under the Nurse Practitioner Academic Bursary Program are not eligible for the NP – ELBP as they are not indeterminate employees of the GNWT.</p> <p>Successful applicants will be entitled to a maximum of \$8,000 through the Nurse Practitioner Academic Bursary Program over the duration of the program. In addition, students approved for funding under the Nurse Practitioner Academic Bursary Program will be reimbursed for their tuition costs up to \$1,500 per semester/block to a maximum of \$6,000 over the duration of the program. To be reimbursed for actual tuition costs (up to the maximum described), the applicant must submit the original receipt for actual tuition costs.</p> <p><b>Reporting &amp; Evaluation</b></p> <p>Based on the evaluation framework identified above the Human Resource Planning and Development Unit of the Department of Health and Social Services will provide annual program summaries to the JSMC. In addition, statistical information will be provided to the Nurse Practitioner Working Group on a regular basis so they can address any concerns that may arise and make appropriate recommendations to JSMC on a regular basis.</p>

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1.4.2 The HRP&D Unit will ensure that bursary disbursements are on schedule.	Students receive their bursary payment within dates specified on individual bursaries	✓ <b>Ongoing</b>	See 1.4.1
<p><b>1.5 Program Delivery</b></p> <p><i>Offer alternative PHC – NP education opportunities</i></p>			
1.5.1 Aurora College will break their existing 16-month PHC – NP Program into two 8-month segments.	Two block PHC – NP program in place	✓ <b>Completed / Ongoing</b>	<p>For the 2004/2005 delivery of the PHC – NP Program through Aurora College, and ongoing, the College has split the program into two 8-month blocks which will provide the students with a break in the middle of the program.</p> <p><b>Reporting &amp; Evaluation</b></p> <p>Aurora College will review the program on an annual basis and decide whether or not to continue to deliver the program in two blocks.</p>
1.5.2 Aurora College will research the possibility of providing all modules of the PHC – NP training through distance education and if feasible facilitate the provision of this training by distance.	Feasibility Report on PHC – NP Training by distance education facilitated by Aurora College	Feasibility Report will be completed by the end of December 2004	Aurora College will take the lead role, in conjunction with the NP Working Group, in the development of a feasibility report on distance delivery of an NOP program.

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

Action Items	Deliverables	Status	Status Report
<p><b>2.1 Standardized Financial Assistance</b>  <i>Provide standardized financial assistance to PHC – NP Students</i></p>			
<p><b>2.1.1</b> 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>Financial Assistance (bursaries) standardized</p>	<p>✓ <b>Completed</b></p>	<p>See Section 1.4.1</p>
<p><b>2.1.2</b> 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</p>	<p>Distance Education / Part-Time PHC – NP Bursary developed and distributed</p> <p>Evaluation Framework in Place to monitor success of the bursary programs</p>	<p>Draft Bursary available for review by September 30, 2004</p> <p>March 31, 2005 with review ongoing.</p>	<p>Based on recommendations from the Working Group and staff the HRP&amp;D Unit will be developing a bursary to support Northern Nurses who wish to complete their NP Training by distance. This bursary will include a Return of Service obligation for the recipients in the capacity of PHC or Acute Care NP.</p> <p><b>Reporting &amp; Evaluation</b></p> <p>Based on the evaluation framework identified above the Human Resource Planning</p>

<p>basis through distance education.</p>			<p>and Development Unit of the Department of Health and Social Services will provide annual program summaries to the JSMC. In addition, statistical information will be provided to the Nurse Practitioner Working Group on a regular basis so they can address any concerns that may arise and make appropriate recommendations to JSMC on a regular basis.</p>
<p><b>2.1.3</b> 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>PHC – NP Bursary for Non-Northern Residents</p> <p>Evaluation Framework in Place to monitor success of the bursary programs</p>	<p>Draft Bursary available for review by September 30, 2004</p> <p>March 31, 2005 with review ongoing.</p>	<p>In order to meet the government’s mandate to have at least one PHC – NP in every community health center, clinic and emergency room by 2010 the Department will have to take some aggressive steps towards the recruitment and retention of PHC – NPs.</p> <p>This includes supporting the development of non-northern PHC – NPs who may be willing to come to the NWT upon completion of their PHC – NP training. To this end, the HRP&amp;D Unit will be researching bursaries, return of service criteria and support mechanisms in place in southern jurisdictions. Based on the finding the HRP&amp;D Unit may develop a bursary to support southern residents enrolled in full-time PHC – NP Training.</p> <p><b>Reporting &amp; Evaluation</b></p> <p>Based on the evaluation framework identified above the Human Resource Planning and Development Unit of the Department of Health and Social Services will provide annual program summaries to the JSMC. In addition, statistical information will be provided to the Nurse Practitioner Working Group on a regular basis so they can address any concerns that may arise and make appropriate recommendations to JSMC on a regular basis.</p>

Action Items	Deliverable	Status	Status Report
<p><b>2.2 Advertising</b></p> <p><i>Provide clear, concise and timely advertising to promote the PHC – NP Program at Aurora College Students</i></p>			
<p><b>2.2.1</b> Aurora College will develop advertising packages and program summaries that are sufficiently detailed to give a thorough understanding of the program.</p>	<p>Promotional Material developed to clearly and concisely promote the Aurora College PHC – NP Program</p>	<p>✓ <b>Complete / Ongoing</b></p>	<p>Advertising of the NP Program is coordinated through the Public Relations Office of Aurora College in Fort Smith. Advertising for the NP Program includes advertising in local and territorial news papers plus additional supplements.</p> <p>Advertising is placed in each RNANT/NU newsletter where there is a regular column on NPs.</p> <p>Information on PLAR is advertised in the RNANT/NU newsletter as well. In addition, the 2004 summer newsletter will contain a PLAR survey for nurses to complete.</p>
<p><b>2.2.2</b> Aurora College will advertise the PHC – NP program far in advance of program intake.</p>	<p>Program advertised well in advance of intake</p>	<p>✓ <b>Complete / Ongoing</b></p>	<p>Aurora College conducts their major advertising campaign in the winter and spring. All program information is available at all times over the internet and other publications. In addition, Aurora College provides information on the program at career days and trade fairs.</p>
<p><b>2.2.3</b> 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>Health Centres &amp; Hospitals contacted by Aurora College Directly to promote PHC – NP Program</p>	<p>✓ <b>Ongoing</b></p>	<p>Aurora College faxes program information directly to the community based Health Centres and Authorities several times during the calendar year.</p>

Action Items	Deliverable	Status	Status Report
<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><b>2.3.1</b> 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>Report outlining Aurora College's ability to PLAR individual courses within the Program to other jurisdictions.</p>	<p>Report completed by end of December 2004</p>	<p>Aurora College will prepare a report on transfer credit of the current College NP Program courses to other jurisdictions.</p> <p>PLAR is advertised in the RNANT/NU newsletter. The summer newsletter will contain a PLAR survey. Aurora College has a policy on PLAR and is prepared to conduct PLAR at the request of a student enquiring into the NP Program.</p>
<p><b>2.3.2</b> 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>PLAR Agreement in place with jurisdictional counterparts.</p>	<p>Research completed by September 30, 2004</p> <p>Discussion paper completed by December 31, 2004</p> <p>Agreement should be in place by the end of March 2005.</p>	<p>The RNANT/NU will research the possibility of partnering with another jurisdiction to facilitate the challenge process on the NWT's behalf.</p> <p>Based on the findings the RNANT/NU and the Department of H&amp;SS will prepare a cost analysis and discussion paper outlining the advantages and disadvantages of entering into a partnership with another jurisdiction to facilitate the challenge process.</p> <p>If the findings are positive and the JSMC supports the recommendations to move forward and set up a partnership with another jurisdiction the RNANT/NU and Department of H&amp;SS will negotiate a contract for PLAR services.</p>
<p><b>2.3.3</b> 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>PLAR value of the Aurora College PHC – NP Program established.</p>	<p>Discussion Report will be available by the end of December 2004</p>	<p>See 2.3.1</p> <p>The difficulty with the Master's level courses is that the current Aurora College NP Program is brokered from the Centre For Nursing Studies in Newfoundland. This program is a certificate course that requires an RN and not a baccalaureate degree. Credit has always been sought by the Centre For Nursing Studies from other institutions for undergraduate credit. You cannot have the same course qualify for undergraduate status and graduate level as well.</p>

Action Items	Deliverable	Status	Status Report
<p><b>2.4 Portability</b></p> <p><i>Determine portability of the Aurora College PHC – NP Program for registration in other Canadian institutions.</i></p>			
<p><b>2.4.1</b> Aurora College and the RNANT/NU will investigate the portability of the Aurora College PHC – NP with respect to the ability to register as Nurse Practitioners in other Canadian jurisdictions.</p>	<p>Discussion Paper completed outlining portability of Aurora College PHC – NP program prepared and distributed.</p>	<p>September 30, 2004</p>	<p>One of the concerns raised with respect to the existing PHC – NP Program offered through Aurora College is that individuals graduating from the program may not meet the registration requirements in other jurisdictions as the program has a diploma level intake.</p> <p>In addition, the final NP Report suggests that a combined BScN/NP program be supported by the GNWT. Based on the program agreements that Aurora College has made in order to provide an PHC – NP Program in the NWT this is not a possibility at this time.</p> <p>To address these concerns, Aurora College has agreed to keep their options open with respect to future delivery and the possibility to change the program to address these types of concerns.</p> <p><b>Note:</b></p> <p><i>Aurora College will research the possibility of entering into partnerships with southern institutions to develop advanced Nurse Practitioner courses which are transferable to a Masters Program. The findings of this research will be provided to the PHC – NP Working Group for consideration (December 2004).</i></p>

Action Items	Deliverable	Status	Status Report
<p><b>2.5 Current Perceptions</b></p> <p><i>Clarify content of the PHC – NP Program at Aurora College</i></p>			
<p><b>2.5.1</b> 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>See Section 2.2.1</p>	<p>✓ <b>Ongoing</b></p>	<p>Aurora College posts the program outline on the College Website. Printed material is available on request, which outlines the program and content.</p>
<p><b>2.5.2</b> 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>Program materials are consistent and make reference to Aurora College PHC – NP Program specifically</p>	<p>✓ <b>Complete</b></p>	<p>The Aurora College NP Program follows the College framework for program materials. Neither ANSEP nor Dalhousie is represented in the official material. Specific copyright reference may be made to Dalhousie as warranted.</p>

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<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><b>2.6.1</b> 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>Discussion paper outlining the pros &amp; cons of implementing a two stream approach and the feasibility of implementation given financial and operational constraints.</p>	<p>Discussion Paper completed by the end of December 2004</p>	<p>Aurora College will prepare a discussion paper that outlines the pros and cons of 2-stream approach to NP Education. The paper will be discussed by the NP Working Group and recommendations will go forward to the JSMC / JLC for consideration.</p>
<p><b>2.6.2</b> 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>Discussion paper prepared outlining direction Aurora College will be taking to facilitate the delivery of Advance NP Courses that are transferable to a Masters Program.</p>	<p>Discussion Paper completed by the end of December 2004</p>	<p>Aurora College will prepare a discussion paper outlining the directions available for partnering with southern institutions for the delivery of NP Programming that is transferable to a Master’s Program.</p>

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<p><b>2.6.3</b> 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>PHC – NP Bursaries provide support for PHC - NP programs other than the just one offered through Aurora College.</p>	<p>✓ <b>Completed / Ongoing</b></p>	<p>The Preliminary Review of the Nurse Practitioner Report indicated that some Northern Nurses might be unwilling to enter into the Aurora College PHC – NP Program as they are currently degree prepared nurses and the Aurora College is diploma entry. To accommodate these individuals both the PHC – NP Education Leave Bursary and the PHC – NP Academic Bursary have been developed to support Northern Nurses regardless of the PHC – NP program they wish to attend.</p>

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

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>Comprehensive Communication Plan on PHC – NPs within the NWT distributed to all stakeholders</p>	<p>March 31, 2005</p>	<p>The Department of Health &amp; Social Services will develop a comprehensive communication plan that outlines the role of the PHC – NPs and the direction the Department of H&amp;SS will be going with respect to the implementation of PHC – NPs within the NWT H&amp;SS System (i.e. ISDM).</p> <p>This communication plan will address the concerns of existing nurses as well as provide general information to the public.</p>

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<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>Generic Job Descriptions Developed and distributed to H&amp;SS Authorities</p>	<p>Draft Community Based PHC – NP Job Description will be completed by September 30, 2004.</p>	<p>A critical step required before the role of the PHC – NP can be implemented within the NWT Health Care System is the development of a comprehensive job description outlining the purpose, scope, responsibilities and knowledge, skill and abilities of a PHC – NP.</p> <p>The PHC – NP Working Group has established a Sub-Committee who will be responsible for developing a draft PHC – NP Job Description, which can be used by the Authorities as a template when either creating or re-describing PHC – NP positions.</p> <p>It is critical that any PHC – NP job description clearly state the independence with respect to practice that a PHC – NP has in a community setting.</p>
<p>3.1.3 The Department will arrange for the job evaluation of PHC – NP positions established within the GNWT.</p>	<p>PHC – NP Job Description Evaluated by DJEC</p>	<p>✓ <b>Ongoing</b></p>	<p>The evaluation of any PHC – NP job descriptions will be completed in accordance with the policies and procedures of Job Evaluation within the GNWT.</p>

Action Items	Deliverable	Status	Status Report
<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>	<ul style="list-style-type: none"> <li>➤ Nursing Profession Act updated</li> <li>➤ Pharmacy Act Regulations updated</li> <li>➤ Credentialing Committee approving PHC – NP's</li> <li>➤ Hospital Standards Act updated</li> <li>➤ Medical Care Act Updated</li> <li>➤ Model By-laws for each H&amp;SS Authority updated.</li> <li>➤ Medical travel policy updated.</li> </ul>	<p>✓ Completed</p> <p>June 30, 2004</p> <p>March 31, 2005</p>	<p>The Department of Health and Social Services, in cooperation with the regional and territorial health and social services authorities, has undertaken to increase the role of Nurse Practitioners in the provision of services in the NWT. This has included amendments to the <i>Nursing Profession Act</i> to regulate Nurse Practitioners within the NWT.</p> <p>The <i>Nursing Profession Act</i> was updated to include Nurse Practitioners in June 2003 with the changes coming into force on January 1, 2004.</p> <p>Within the revised Nursing Profession Act the title of Nurse Practitioner is a protected title reserved for nurses registered as Nurse Practitioners where:</p> <ul style="list-style-type: none"> <li>a. the applicant: <ul style="list-style-type: none"> <li>i. is a registered nurse,</li> <li>ii. is of good character, competent and fit to engage in the practice of Nurse Practitioner, and has a satisfactory professional reputation,</li> <li>iii. has satisfactorily completed an approved nursing education program that prepares people to engage in the practice of nurse practitioner, and</li> <li>iv. has fulfilled any other requirements prescribed by the bylaws.</li> </ul> </li> <li>b. the applicant: <ul style="list-style-type: none"> <li>i. is a registered nurse,</li> <li>ii. is of good character, competent and fit to engage in the practice of Nurse Practitioner, and has a satisfactory professional reputation,</li> <li>iii. has satisfactorily completed an advance nursing education program outside of the NWT or Nunavut, recognized by the Board of Directors, that prepares people to engage in the practice of nurse practitioners, and</li> <li>iv. has fulfilled any other requirements prescribed by the bylaws.</li> </ul> </li> </ul>

Action Items	Deliverable	Status	Status Report
3.1.4 Continued			<p>c. the applicant:</p> <ul style="list-style-type: none"> <li>i. is a registered nurse,</li> <li>ii. is of good character, competent and fit to engage in the practice of Nurse Practitioner, and has a satisfactory professional reputation,</li> <li>iii. is registered in another province or territory in a category of nurses that may engage in practice comparable to the practice of nurse practitioners,</li> <li>iv. satisfies the Registration Committee that he or she is qualified to engage in the practice of a nurse practitioner, and</li> <li>v. has fulfilled any other requirements prescribed by the bylaws.</li> </ul> <p>In addition, another significant change is that a Nurse Practitioner is no longer required to be in a collaborative practice relationship but can independently provide primary health care within the Northwest Territories.</p> <p>Before PHC – NPs within the NWT can practice at their full potential the following must occur:</p> <p><u>Pharmacy Act Regulations</u> - The Department has made the necessary changes to the Pharmacy Act Regulations, which regulate the substances that a Pharmacist may supply upon receipt of a prescription signed by a Nurse Practitioner. The changes have been sent to the Department of Justice for final review and should be official by the end of June 2004.</p> <p><u>Credentialing</u> – This process is used by doctors to assess competency. Those who successfully complete the credentialing process may be granted privileges at hospitals and health centers. The Department of H&amp;SS has scheduled discussion between the Territorial Credentialing Committee, the Midwives Association and the RNANT/NU regarding inclusion of Nurse Practitioners in this peer review process.</p>

Action Items	Deliverable	Status	Status Report
3.1.4 Continued			<p><u>Privileges</u> – Draft instructions for the Hospital Standards Regulations have been forwarded to the Department of Justice. Proposed amendments include giving authority to the Boards of Management to grant privileges to nurse practitioners in hospital and health centers.</p> <p><u>Insured Services</u> – The <i>Medical Care Act</i> regulates the provision of insured services by physicians’ outside of hospitals approved under the Hospital Insurance Regulations or by the Workers Compensation Board (i.e. Medical Clinics). As Nurse Practitioners are practicing in medical clinics, services rendered by Nurse Practitioners would not be eligible for insured coverage. By making medical clinics and public health units “approved facilities” under the Hospital Insurance Regulations, insured services would be covered by Nurse Practitioners.</p> <p><u>By-laws</u> – Model By-laws were prepared during the 2003/2004 fiscal year for Health &amp; Social Services Authorities with a provision accepting the recommendations of the Territorial Credentialing Committee for approving privileges for medical staff. If Nurse Practitioners are included in the credentialing process (Section 5.2), the Model By-laws can easily be amended. The Department may encourage Authorities to use these By-laws but has not forced their adoption in the past.</p> <p><u>Medical Travel Policy</u> – The Policy must be expanded so valid medical referrals will include Nurse Practitioners. The appropriate program personnel are currently reviewing a draft Decision Paper. Amendments to the Policy require Cabinet approval.</p> <p><b>Reporting &amp; Evaluation</b></p> <p>Progress reports on each of the above initiatives will be provided to the NP Working Group at each quarterly meeting. Updates will be included within the minutes from each meeting and forwarded to interested stakeholders.</p>

Action Items	Deliverable	Status	Status Report
<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>See Comprehensive Communications Plan 3.1.1</p> <p>Workplan developed by DHSS to support placement of PHC – NP positions throughout the NWT</p>	<p>March 31, 2005</p> <p>March 31, 2005</p>	<p>Currently, there is confusion with respect to the number of potential PHC – NPs within the Territorial Health &amp; Social Services System. Although the Department of Health and Social Services recognizes that it would be beneficial for every nurse located in a Community Health Center to be a PHC – NP the initial target is for at least one nurse in every community health center, clinic and emergency room to be a PHC – NP. This does not mean that only one PHC – NP will be located in any one location. Rather, it is simply a starting point.</p> <p>The Department and the RNANT/NU will be conducting research into the possibility of supporting a PLAR process for Northern Nurses (see 3.1.6) interested in challenging the NP registration requirements. Based on this result of this research, Northern Nurses interested in challenging the registration requirements will have the opportunity to challenge.</p> <p>In addition to the PLAR Process Northern Nurses will continually be encouraged to consider undertaking PHC – NP training which will allow them to become registered as a PHC – NP.</p> <p>If they wish, all nurses working within Community Health Centres, Clinics and/or Emergency Rooms who acquire their NP Registration from the RNANT/NU will have their job descriptions re-described as PHC – NPs in the appropriate setting (i.e. community the Nurse currently resides). These changes will provide the Registered NPs with all of the responsibility, authority and accountability to provide the services of a PHC – NP as defined by the Department of Health &amp; Social Services, the <i>Nursing Professions Act</i>, the <i>Pharmacy Act</i>, the Territorial Credentialing Committee, the Hospital Insurance Regulations and the Model By-laws within each Territorial H&amp;SS Authority.</p> <p><u>Note:</u></p> <p><i>During the April 29, 2004 RNANT/NU Biennial Conference the RNANT/NU passed a resolution that all nurses working in an advance nursing scope of practice be registered as an NP by 2010. This does not mean that every nurse employed within a Community Health Centre will need to be a PHC – NP but rather those described (in their job description) as providing advanced practice nursing must be registered as PHC – NPs. This allows the Government to describe different levels of nursing positions within Community Health Centres, which will allow for effective succession and transitional planning.</i></p>

Action Items	Deliverable	Status	Status Report
<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.</p> <p>Based on research, the RNANTNU may contract with another jurisdiction to PLAR existing Northern Nurses for registration</p>	<p>Number of potential PHC – NPs from within the NWT identified</p> <p>Discussion Paper outlining pros and cons of entering into a contract for PLAR Services</p> <p>If applicable, PLAR contract in place with southern jurisdiction (RNANTNU)</p>	<p>September 30, 2004</p> <p>December 22, 2004</p> <p>March 31, 2005</p>	<p>By the year 2010 the Department of Health and Social Services is committed to having at least one PHC – NP in every community health center, clinic and emergency room within the NWT. Given the existing enrollment rates in PHC – NP programs by northern nurses insufficient numbers of northern nurses will be trained and ready to meet this target by 2010.</p> <p>Currently, other jurisdictions throughout Canada have PLAR processes, which allow registered nurses to challenge the criteria for PHC – NPs and if equivalent, acquire an NP license without going through a formalized educational program. Currently, the RNANT/NU does not have the human resource or funding capacity to facilitate individuals challenging the NP Criteria for registration within the NWT.</p> <p>Given that there are, potentially, a number of Community Health Nurses throughout the NWT Health Care System who could potentially challenge the NP criteria for registration the RNANT/NU will research the possibility of partnering with another jurisdiction to facilitate the challenge process on the NWT's behalf.</p>

Action Items	Deliverable	Status	Status Report
<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>PHC – NP Guidelines updated and distributed</p>	<p>December 22, 2004</p>	<p>The RNANT/NU developed the <i>Nurse Practitioner Collaborative Practice Pilot Project Guidelines</i> in November 2002. The purpose of this document was to define the guidelines for Primary Health Care Nurse Practitioners to work in a collaborative model for primary health care in the NWT. The focus of the document is on the family physician and PHC – NP within a Collaborative practice Agreement at a designated Pilot Project Site.</p> <p>As the Pilot Project has been completed the RNANT/NU will be reviewing these guidelines and amending them to suit the realities of the PHC – NP as explained by the <i>Nursing Professions Act</i>. The main change to this act is that PHC – NP are no longer required to work in a collaborative practice with physicians which, essentially, make PHC – NP independent providers of diagnosis, treatment and care as defined by a PHC – NPs scope of practice.</p> <p>As a result, the RNANT/NU will be modifying the NP Collaborative Practice Pilot Project Guidelines to reflect the current realities.</p>

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

Action Items	Deliverables	Status	Status Report
<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>	<ul style="list-style-type: none"> <li>➤ New name for INP Program</li> <li>➤ Updated advertising and promotional material for renamed program</li> <li>➤ Community Health Nurses have the ability to attend pre-scheduled INP Courses</li> </ul>	<p>Prior to September 30, 2004</p> <p>Prior to September 30, 2004</p> <p>✓ <b>Ongoing</b></p>	<p>The INP course is not seen as a quick version of the Aurora College PHC - NP Program. Rather, it is intended to provide nurses interested in working in advance practice setting an orientation and introduction to those advance practice roles.</p> <p>Although many individuals interested in pursuing PHC – NP as a career take the INP course it isn't an official requirement for registration. The majority of the individuals enrolling in the INP Course are nurses interested in expanding their skill set.</p> <p>As a result, the Working Group recommends that Aurora College review the program and change the title so that it is not officially tied to the position of PHC – NP. Rather, the program is an introduction to Advance Nursing Practice, which may include but not be limited to the role of PHC – NP.</p> <p>At their 2004 Biennial Conference the RNANTNU passed a resolution that all nurses currently working in an advanced practice setting must have completed, at least, the Introduction to Nurse Practitioner course, or equivalent prior to providing advanced nursing services.</p>

Action Items	Deliverable	Status	Status Report
<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>New name for INP Program</p>	<p>Prior to September 30, 2004</p>	<p>See 4.1.1</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>Promotion material prepared and distribute several months prior to the delivery of scheduled INP Courses</p>	<p>Promotion Material will be updated to reflect updates to program by December 31, 2004</p>	<p>Aurora College will be updating their INP promotional material to reflect the new name and any other program changes.</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>Discussion Paper prepare outlining the pros, cons, challenges and risks of adopting the RNANTNU resolution that all nurses currently working in an advanced practice setting must have completed, at least, the Introduction to Nurse Practitioner course, or equivalent prior to providing advanced nursing services.</p>	<p>December 22, 2004</p>	<p>See 4.1.1</p>