

The Nurse Practitioner Workforce Tracking Study

Primary Health Care Research Day
Trillium 2012



Research Team

Irene Koren, Oxana Mian, Ellen Rukholm

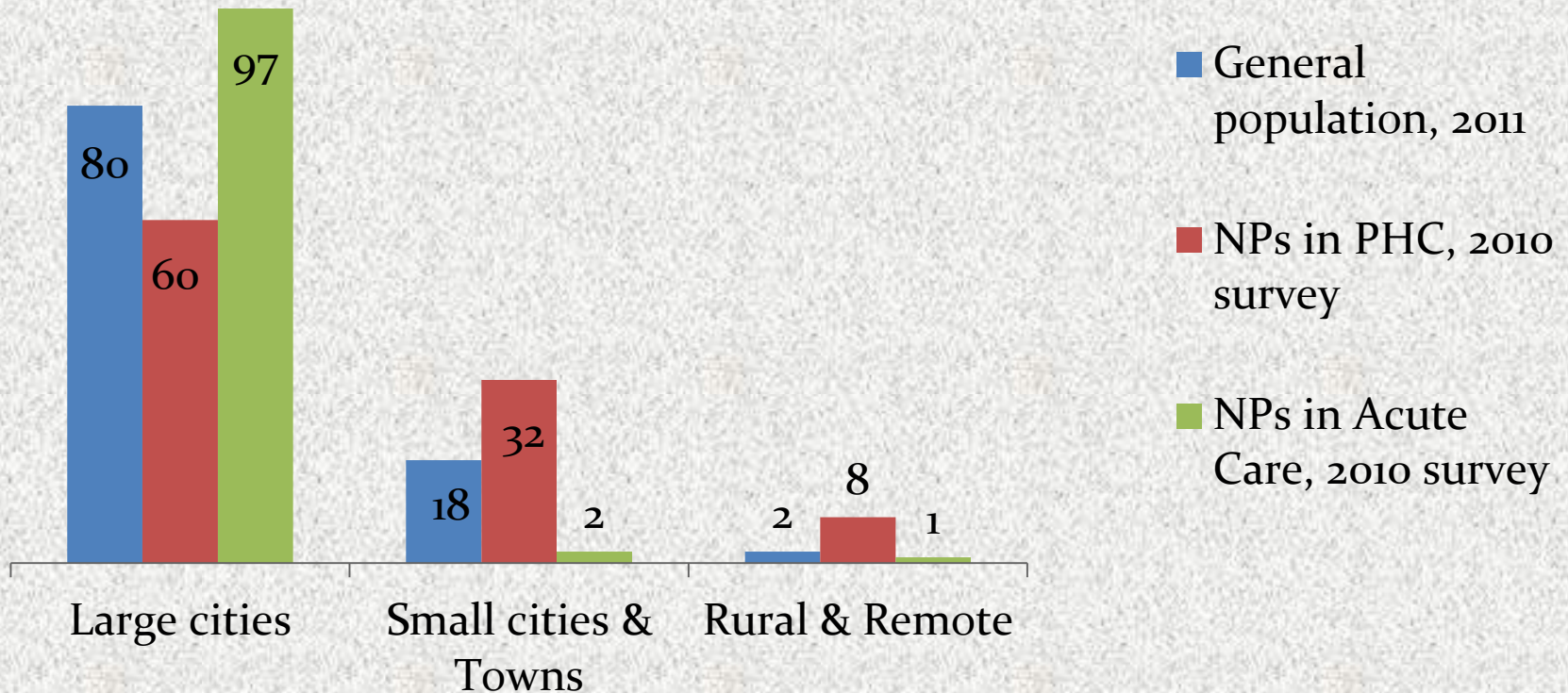
NP-Tracking Study Purpose

- To provide information on trends in NP demographics, work environments and client characteristics
- To provide information about topics of interest
 - Preferences for continuing education
 - Consultation and referral with collaborating physicians
 - Incentives to work with underserved populations
 - Retirement plans
 - Practice barriers
 - Certification and future plans

NP-Tracking Study Sample

- Surveys: 2006, 2007, 2008, 2010, 2012
 - Effective response rate: 45%
- Education (2010)
 - PHC NP – 26% had a Master's in Nursing
 - Acute care specialty – 30% had a post Master's credential
- Years of experience (2010)
 - PHC NP – 18 years as an RN – 7 years as an NP
 - Acute care speciality – 16 years as an RN – 9 years as an NP

Urban–Rural Distribution, Ontario, %



Main Practice Employer

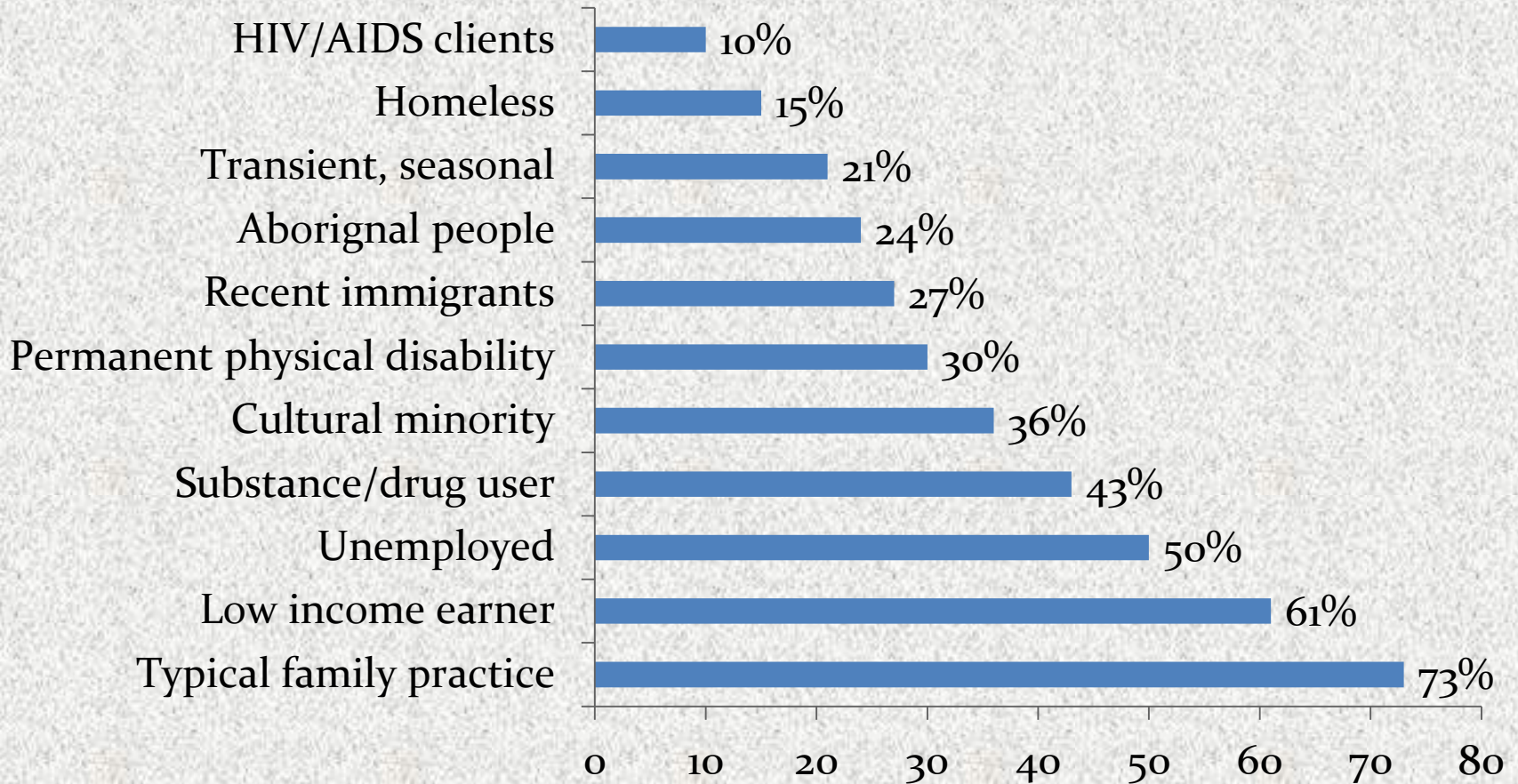
Main Practice Employer	PHC %	
	2006	2010
	n=252	n=379
Community Health Centre	32.5	24.0
Family Health Team	8.7	33.8
Physician's Office	6.0	5.3
Public Health Unit	6.0	3.1
Other Community Facility	6.7	4.5
Long-term Care	5.2	2.4
Acute Care Hospital	10.7	5.8
Community Hospital	-	-
Paediatric Teaching Hospital	-	-

On the road to integration

“The biggest success that we have had was when the Ministry of Health restructured primary healthcare and instituted family health teams that brought NPs into mainstream healthcare working alongside physicians and other health care providers to deliver care throughout the province. It really established our role as a very valuable asset to the primary care team.”

(NP, community health centre, 2011)

Client population, PHC, 2010



PHC NP Practice Profile by Practice Setting (2008)

	CHC (n=121)	Physician Office (n=87)	Hospital (n=47)	Other (n=55)	FHT (n=56)	NP-led Clinic (n=12)	All (n=378)	P value
Estimated percentage of time spent on activities								
Direct care	77.0	77.8	75.5	71.4**	80.5**	71.3	76.8	<0.05**
Research/scholarly	7.9	8.0	10.2	11.2	7.7	10.2	8.8	
Nursing admin.	5.4	4.8	5.2	5.3	4.9	12.9**	5.4	<0.05**
Non-nursing	6.1	5.6	8.3**	6.6	3.4**	5.6	5.9	<0.05**
Estimated percentage of time spent on activities								
Health Promo/Dis Prev	24.4**	22.2	15.8**	19.6	24.3**	25.6	22.1	<0.05**
Treatment	29.5	33.3	31.1	32.0	28.3	26.3	30.6	
Chronic disease mgt.	21.4**	24.5	31.9**	19.8**	30.3	30.6	24.8	<0.05**
Palliative care	0.8	1.2	0.9	3.1**	0.9	0.3	1.3	<0.05**
Counselling	16.9**	14.5	9.7	15.3	12.8	13.3	14.5	<0.05**
Advocacy	5.0	3.2	4.1	5.2	2.5	4.0	4.1	

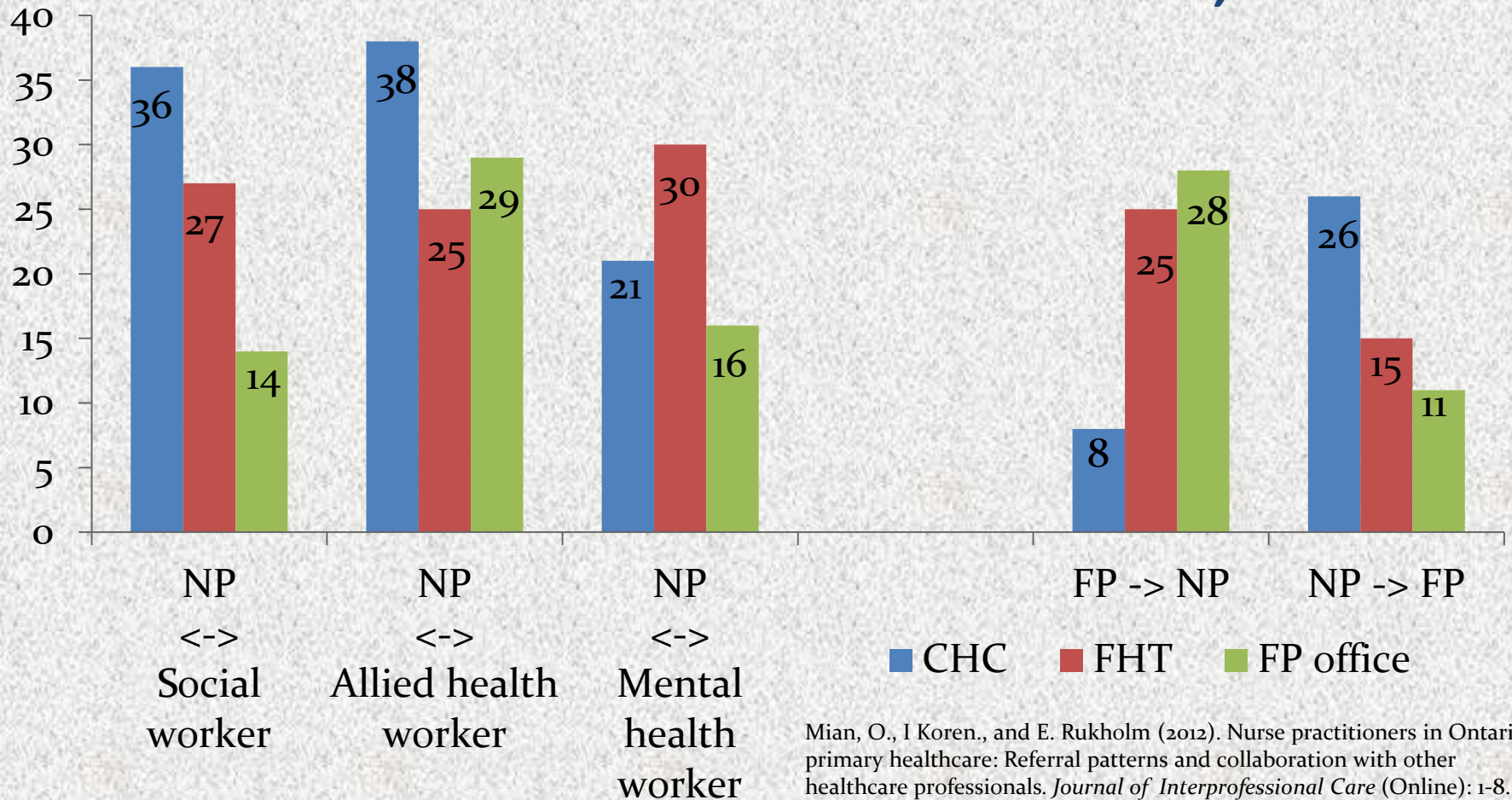
* **Koren, I., O. Mian and E. Rukholm** (2010). Integration of Nurse Practitioners into Ontario's primary health care system: variations across practice settings. *Canadian Journal of Nursing Research*, 42(2), 48-69.

Integration Trends

“When I first started practicing I used to have to explain my roles to almost every client. After a few years I found that I did not have to do that anymore ... Having more NP positions over the years, getting us out into more practice settings has really done a lot for increasing public and provider awareness for our role”

(NP, Community Health Centre, 2011)

Interprofessional Referral Pattern, 2008



Mian, O., I Koren., and E. Rukholm (2012). Nurse practitioners in Ontario primary healthcare: Referral patterns and collaboration with other healthcare professionals. *Journal of Interprofessional Care* (Online): 1-8.

Indicators of Integration

NP Stakeholder Views

“So more and more, I think physicians are understanding the role of nurse practitioners and appreciating work collaboratively with them. As well the government itself having the political will to make changes, like the major changes we’ve had just now to Bill 179.”

“We’re in the lingo now, and we’re expected to be in the lingo ... That’s reflective of the public ... Being aware and accessing NP services and the government acknowledging that.”

Acknowledgements

- MOHLTC - Nursing Secretariat
- College of Nurses of Ontario
- NPs practicing in Ontario

Contact

- Principal Investigator: Irene Koren, RN, MSc, Faculty Investigator (CRaNHR)
- Assistant professor, School of Nursing, Laurentian University
- Tel: 705-675-1151 ext. 3805
- Toll free: 1 800 461-4030
- Fax: 705-671-3876
- Email: ikoren@laurentian.ca