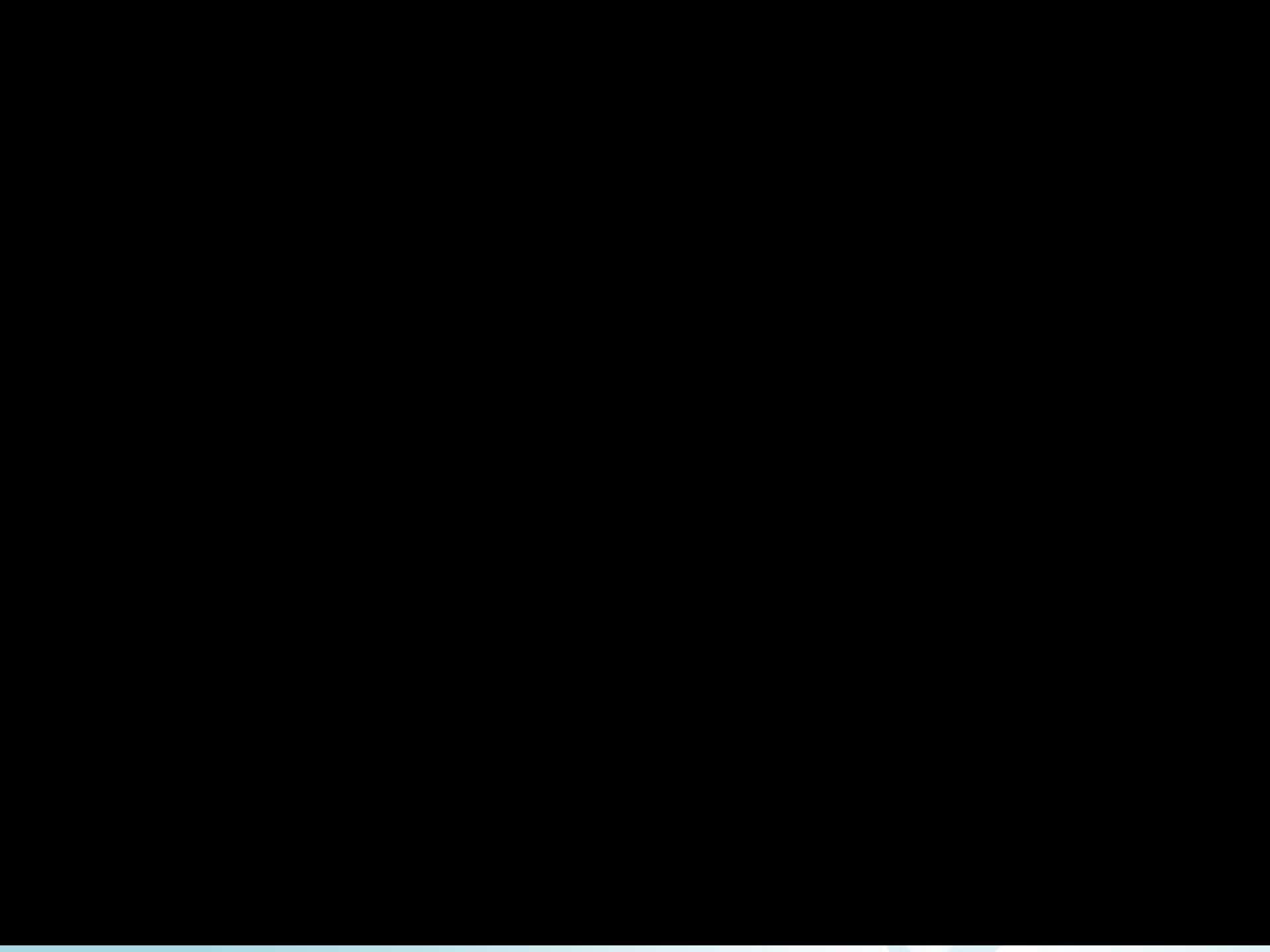


Making Diverse Teams Work

Using Knowledge Base to Guide Role Clarity



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THE REGISTERED PRACTICAL
NURSES ASSOCIATION OF ONTARIO
FEBRUARY 2014

It's All About Synergies.

Understanding the Role of the Registered
Practical Nurse in Ontario's Health Care System



**Key Learnings and
Practical Strategies for
Enhancing Registered
Practical Nurse (RPN)
Role Clarity and
Nursing Team
Collaboration.**

What if we don't get this right?

Potential negative impacts on:

- Patient safety
- Patient outcomes
- Role satisfaction (RPNs and RNs)
- Recruitment and retention of RPNs

What if we don't get this right?

“Scopes of practice will continue to evolve over time to meet the evolving needs of patient populations and the health care system and increased clarity regarding roles and responsibilities are essential in order to support decision-making and optimal utilization of nursing resources.”

- Collaborative Nursing Practice in Alberta, 2003

Resources in the report:

- Myth-busters, fact sheets
- Tools to assess your 'current state'
- Exercises for refocusing on patient needs
- Determining most appropriate care provider
- Enhancing nurse-nurse professional communication
- Metrics for evaluation

Nursing Scope of Practice



- Legislation
- College of Nurses Standards
- Hospital Policy
- Unit Policy
- Personal Knowledge, Skill and Judgement

CNO and the Three Factor Framework

The CNO three factor framework guides the practice of nurses in determining the appropriate care giver

CLIENT

NURSE



ENVIRONMENT

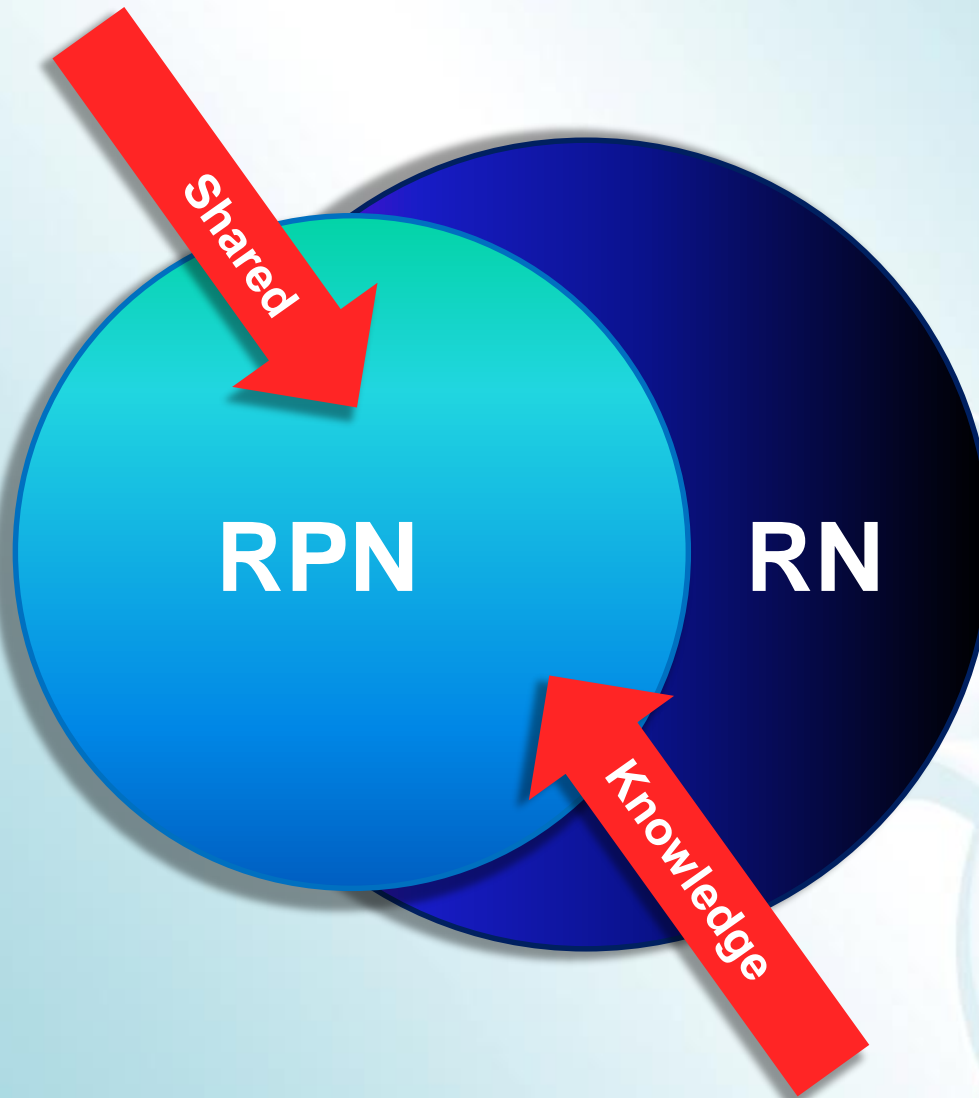
IB-CNP

Nursing Knowledge

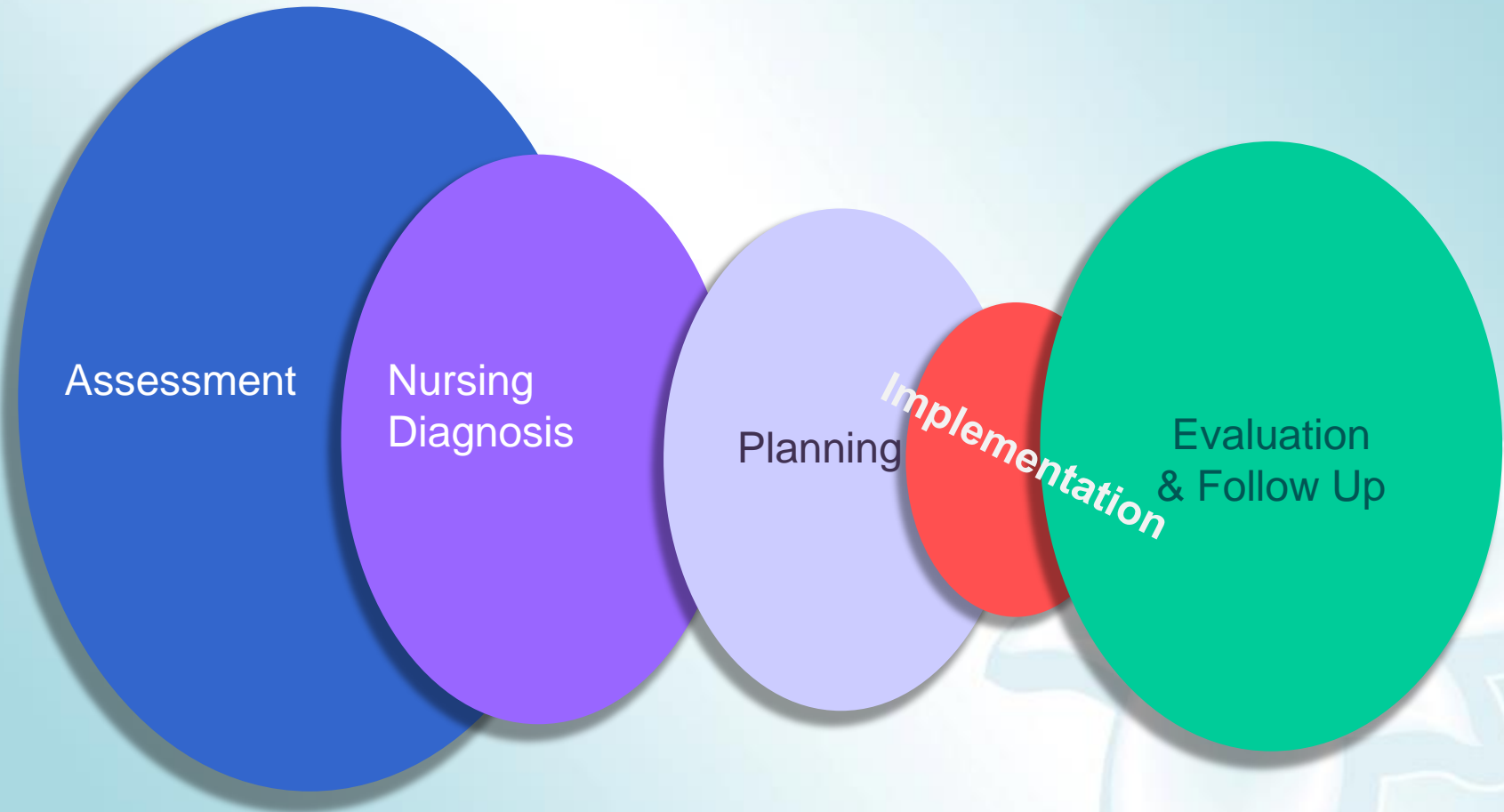


**Nursing knowledge at
time of graduation**
**Nursing knowledge after
twenty years experience**

Shared Nursing Knowledge



Nursing Knowledge



Assessment

Nursing
Diagnosis

Planning

Implementation

Evaluation
& Follow Up

Questions?

