Making Diverse Teams Work
Using Knowledge Base to Guide Role Clarity

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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.
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?